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July 9, 2009

VIA MESSENGER

Jamie Paulin
RCRA Branch, Land and Chemicals Division
U.S. EPA, Region 5
77 West Jackson Boulevard
Mail Code LR-8J
Chicago, Illinois 60604-3590

**Re: Response of Clear Lam Packaging to NOV and Request for
Information dated June 11, 2009
U.S. EPA ID No.: ILT 984-805-317**

Dear Ms. Paulin:

Our client, Clear Lam Packaging, Inc. ("Clear Lam"), is providing the enclosed response to the "Notice of Violation and Request for Information Pursuant To Section 3007 of the Resource Conservation and Recovery Act" relating to Clear Lam's facility located at 1950 Pratt Boulevard in Elk Grove Village (the "Facility"). We received the Request for Information on June 19, 2009. While the NOV and the Request for Information required that the response be submitted within ten (10) calendar days of receipt, Tamara Carnovsky agreed by telephone to extend the submittal deadline to July 9, 2009.

Notice Of Violation - Response To Specific Allegations

The Notice of Violation and Request for Information alleges that Clear Lam was in noncompliance as follows:

- 1. A generator of hazardous waste must successfully complete a program of classroom instruction or on the job training that teaches facility personnel hazardous waste management procedures, including contingency plan implementation, relevant to the position in which they are employed. See, 35 IAC § 722.134(a)(4); 35 IAC § 725.116(a)(1) and (2) [40 CFR § 262.34(a)(4); 40 C.F.R. § 265.16(a)(1) and (2).]**

Based on review of Clear Lam Packaging's May 8, 2009 response to EPA's Pre-filing letter, Clear Lam Packaging's training program was not designed to teach facility personnel hazardous waste management procedures.



- 2. A large quantity generator that accumulates hazardous waste on-site and does not meet the conditions for a permit exemption of 35 IAC § 722.134 and 40 CFR § 262.34 is an operator of a hazardous waste storage facility, and is required to obtain an Illinois hazardous waste storage permit. See, 35 IAC § 722.134(a) [40 CFR § 262.34(a)]....**

The NOV and Request for Information requests information documenting the actions taken to establish compliance with the cited requirements.

In July 2008, Thomas Cozza completed training with McCoy & Associates, Inc.; training included RCRA Fundamentals, Critical Generator Issues, Advanced RCRA Topics, Advanced RCRA Topics 11 and Land Disposal Restrictions 1, and Land Disposal Restrictions 11. On August 19, 2008, Cass Peterson and Geraldo Lopez (who were assigned duties relating to hazardous waste management shortly after the inspection), completed hazardous waste training; training topics covered labeling, drum storage conditions, inspections and emergency procedures. We have included documents related to their training at Tab 9 of Clear Lam's Response to EPA's Request for Information.

Request For Information

Clear Lam's response to the Request for Information is attached. Clear Lam has made diligent efforts to respond to the Request for Information. Each response is based on the personal knowledge of representatives and a review of currently available documents and information. Requested documents are provided to the extent such documents were located as a result of the diligent efforts of given the short time in which to provide a response.

Clear Lam has several objections concerning the Request for Information. These objections are being raised to preserve Clear Lam's rights. Answers, however, are provided notwithstanding and subject to the objections. The submission of the information in response to the Request for Information should not be construed to constitute an admission of liability, waiver of defenses or submission to jurisdiction.

Clear Lam objects to the requirement to provide a certification along with the response to the Request for Information. Section 3007 of RCRA does not provide for such a certification. Subject to the conditions above, Clear Lam is providing the requested certification with its response.

Clear Lam also objects to the phrasing of certain questions in the Request for Information. Some of the terms and phrases used in the Request for Information are ambiguous, vague and/or not defined. For purposes of its response to the Request for Information, Clear Lam has interpreted the questions so that the Request for Information is not overly broad, unduly burdensome, or requesting information that is either irrelevant or not reasonably calculated to lead to the discovery of admissible evidence.

Finally, Clear Lam objects to the extent that the Request for Information seeks information or documents protected by the Attorney-Client Privilege, the Attorney Work Product Doctrine, or any other available legal privilege or protection. Clear Lam has

responded to the Request for Information by interpreting the Request for Information as not requesting any such information or documents.

Please let me know if you have questions on the information presented herein.

Very truly yours,

SEYFARTH SHAW LLP



Jacqueline M. Vidmar

cc: Tom Wedoff
Jim Hirst
Tom Cozza

**RESPONSE OF CLEAR LAM PACKAGING, INC. TO
U.S. EPA INFORMATION REQUEST DATED JUNE 11, 2009**

Request #1: Identify all documents consulted, examined, or referred to in the preparation of the answers to these requests, and provide copies of all such documents. Each document that is produced shall be produced in a manner that designates the specific numbered information request item(s) to which the document is responsive. Each document submitted shall be clearly and precisely identified by its title, author, date of preparation, and subject matter.

Response:

All documents consulted, examined, or referred to in the preparation of the answers to these requests are provided herein.

Request #2: Identify the full name, title and telephone number for all persons consulted in preparing the answers in response to this Request for Information. If you have reasons to believe that there may be persons able to provide a more detailed or complete response to any information request or who may be able to provide additional responsive documents, identify such persons.

Response:

The full name, title and telephone number for all persons consulted in preparing the answers in response to this Request for Information are as follows:

1. James Hirst, Vice President of Manufacturing (Flexible Division), (847) 343-0894
2. Thomas Cozza, Safety, Sanitation and Compliance Manager (All Divisions), (847) 344-4574
3. Thomas Wedoff, Vice President of Finance (Flexible Division), (847) 980-0571
4. Angel Camacho, Hydrite Chemical, (847) 540-5811

Request #3: If Clear Lam Packaging believes that the two 55-gallon drums of hazardous solvent waste identified in the EPA's Pre-filing letter were not stored for longer than 90 days, identify the date each one of the two 55-gallon drums with hazardous solvent waste in the satellite accumulation area were full. Identify the date each one was moved to the hazardous waste storage area. Provide true, accurate and complete copies of documents that contain information responsive to this request.

Response:

This request refers to the drums are identified in the Inspection Photographs 21 and 22 (purporting to show a drum with a 1/16/08 label date) and Photograph 24 (purporting to show a drum with a 12/20/07 label date). These drums were not stored for longer than 90 days at the Facility; Clear Lam's drum handling practices and frequent pickup schedule provides overwhelming evidence to support this position.

The Facility's pickup logs demonstrate that hazardous waste solvent (identified as "slop") is picked up at the Facility on a frequent basis, generally 2-3 times per month. When the hauler comes to the Facility, the hauler operator waits for Mr. Cozza (or someone he directs) to open the drums of hazardous waste solvent in the storage area. Mr. Cozza will testify that the goal in every pickup was to vacuum out every drum of waste, and that the drums are easily distinguishable visually as empty or full by whether or not the bungs have been opened. It is very hard to imagine that the drums depicted in Photographs 21/22 and 24 were there over 90 days for several reasons: (1) they were in the middle of the drum area, not on the side or in a corner where they might have been overlooked (see EPA's own photographs); (2) even if a given pickup overlooked the drums, it is inconceivable that this would have happened multiple times: there were no fewer than SIX solvent waste pickups between 1/16/08 and the inspection date, and SEVEN pickups between 12/20/07 and the inspection date; and (3) the tankers which came to the Facility had a capacity of 6000 gallons, and as detailed in the 2008 log, none of the tankers left full (i.e., none were too full to take all the solvent waste contained in the storage room).

Request #4: Explain in detail how long it takes Clear Lam Packaging to fill its 55-gallon drums, including the ones referenced in Paragraph 3 above, with hazardous solvent waste located in its satellite accumulation areas.

Response:

Waste solvent is generated by operations at the Facility's presses and laminators. At the presses, 55 gallon drums are filled to capacity every day (multiple drums may be generated in one day). These drums are labeled and dated as they are placed into the waste storage room. At the laminators, where the inspector observed drums of hazardous waste being dated at the time hazardous waste was first placed in the drum (rather than when the drums were full), fill times vary depending on business demand and activity levels; it can take anywhere from one week to several months to fill a given drum. Clear Lam is unable to identify the origin of the drums referenced in Request # 3.

Request #5: For 2007 and 2008, how often was hazardous solvent waste picked up and how many gallons were shipped each time. Provide true, accurate and complete copies of documents that contain information responsive to this request. If the 2008 pick up spreadsheet that was submitted on May 8, 2009 is a complete summary of all 2008 pick ups of hazardous solvent waste, then you do not need to provide this information again.

Response:

The 2007 pickup spreadsheet is attached hereto at Tab 5. The 2008 pick up spreadsheet that was submitted on May 8, 2009 is a complete summary of all 2008 pick ups of hazardous solvent waste.

Request #6: Provide the full name, title, effective date of employment , and job descriptions for all current facility personnel whose position is related to hazardous waste management. Provide true, accurate and complete copies of documents that contain information responsive to this request including, but not limited to, written job descriptions and documents identifying names of employees and his or her respective job title.

Response:

Prior to the inspection, the only person at the Facility whose position was related to hazardous waste management was Thomas Cozza, the Safety, Sanitation & Compliance Manager. Mr. Cozza began employment at Clear Lam on August 21, 1978. The job description for Mr. Cozza's job that was in place at the time of the inspection is attached hereto at Tab 6.

Since the inspection date, two other employees have been assigned hazardous waste management duties. They are (1) Cass Petersen, whose title is Group Leader, Color Coordinator; Mr. Petersen began employment at Clear Lam on September 3, 1996; (2) Geraldo Lopez, whose title is also Group Leader, Color Coordinator; Mr. Lopez began employment at Clear Lam on August 5, 2002. A job description for Group Leader, Color Coordinator is attached hereto at Tab 6.

Not included in this response is information relating to press and laminator operators, since their positions are not related to hazardous waste management. Incidental to their job responsibilities is collecting waste in a drum at its point of generation at the press or laminator. They place a label on the drum, including the date, and have it taken to the hazardous waste storage area.

Request #7: Provide the full name, title, and the effective date of employment for all former facility personnel hired between January 1, 2006 and the present and whose position was related to hazardous waste management. Also, please provide the effective date of termination.

Response:

None.

Request #8: If applicable, provide the name and title of all employees listed in requests 6 and 7 above who were given a new position related to hazardous waste management after the effective date of his or her employment. Also, please provide the date the new position was effective.

Response:

See response to #6.

Request #9: From January 1, 2006, to the present, provide the date(s) and a detailed description of all classroom instruction or on-the-job training teaching facility personnel hazardous waste management procedures and implementation of the Emergency Action Plan. You do not need to produce the training documents for Emergency Action Plan training given in 2007 that was previously submitted to EPA. Provide true, accurate and complete copies of documents that contain information responsive to this request.

Response:

- Prior to the inspection, the only person at the Facility whose position was related to hazardous waste management was Thomas Cozza, the Safety, Sanitation & Compliance Manager. Mr. Cozza was largely self-taught on waste management procedures; his on-the-job training has included instruction from former employees whose duties he assumed, and review of on-site manuals (including Title 40 of the Code of Federal Regulations) and publicly available reference information. Mr. Cozza also attended a training session in 2007 on transportation requirements held by ICC The Compliance Center Inc., which covered requirements for hazardous waste (including manifesting and labeling). See Tab 9A.
- The training slides used by Mr. Cozza for the internal Emergency Action Plan training performed in 2007 are attached at Tab 9B. The EAP itself (which has already been provided to you) was also used in this training.
- Mr. Cozza conducts safety training for all Clear Lam employees, using the Clear Lam New Employee Safety Handbook, which is included in this submittal. The EAP, including contingency procedures, are covered in this training (see Handbook, pages 52-57). Records from 2006, 2008 and 2009 are attached hereto at Tab 9C. In addition, new employees receive this safety training from Mr. Cozza. Records for safety training for new employees for 2007 and 2008 were previously provided to you (see Tab 4B of our May 8, 2009 Pre-Filing Notice Response); records for 2006 and 2009 are attached at Tab 9D.
- In July 2008, Thomas Cozza completed 31 hours of training with McCoy & Associates, Inc.; training included RCRA Fundamentals, Critical Generator Issues, Advanced RCRA Topics, Advanced RCRA Topics 11 and Land Disposal Restrictions 1, and Land Disposal Restrictions 11. See Tab 9E – Cozza Certificate of Completion.
- On August 19, 2008, Cass Peterson and Geraldo Lopez completed hazardous waste training performed by Tom Cozza at the Facility; training topics included hazardous waste storage, labeling, storage conditions and accumulation, inspections and emergency procedures. See Tab 9F – Training Records for Peterson and Lopez, as well as training slides.

Request #10: For each training session described in request 9 above, provide the full name and title of the person who directed the program. Also, indicate whether or not the person was trained in hazardous waste management procedures. If so, please provide supporting documentation showing when the person was trained in hazardous waste management procedures and what type of training was given.

Response: See response to #9.

Request #11: For each training session described in request 9 above, provide the full name and title of all participating facility personnel. Provide true, accurate and complete copies of documents that contain information responsive to this request.

Response: See response to #9.

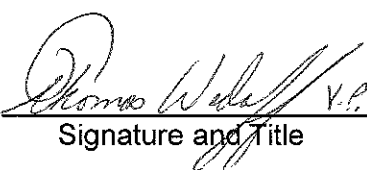
Request #12: Provide the following certification by a responsible corporate officer: I certify under the penalty of law that I have examined and am familiar with the information submitted in responding to this information request for production of documents. Based on my review of all relevant documents and inquiring of those individuals immediately responsible for providing all relevant information and documents, I believe that the information submitted is true, accurate and complete. I am aware that there are significant penalties for submitting false information, including the possibility of fines and imprisonment.

Response:

The requested certification is attached to this response.

**RESPONSE OF CLEAR LAM PACKAGING, INC. TO
U.S. EPA INFORMATION REQUEST DATED JUNE 11, 2009**

I certify under the penalty of law that I have examined and am familiar with the information submitted in responding to this information request for production of documents. Based on my review of all relevant documents and inquiring of those individuals immediately responsible for providing all relevant information and documents, I believe that the information submitted is true, accurate and complete. I am aware that there are significant penalties for submitting false information, including the possibility of fines and imprisonment.

<u>7/7/09</u>	 V.P. - FINANCE
Date	Signature and Title



1950 Pratt Blvd. • Elk Grove Village, IL 60007, USA • Phone: 847-439-8570 • Fax: 847-439-8589 • www.clearlam.com
Flexible Film Extrusion, Printing and Laminating • MAP Systems • Sheet Extrusion and Thermoforming • Forming Films

JOB DESCRIPTION

TITLE: Group Leader, Color Coordinator

REPORTS TO: Manager, Press Department

STATUS: Non-Exempt

EXPERIENCE: 3-4 years

EDUCATION: High School or equivalent

SKILLS REQUIRED: Supervisory Skills, Flexographic Process
Knowledge of Manufacturing processes & procedures
Organizational Skills, Detail Oriented
Knowledge of Press Department operations
Knowledge of Color Standards, X-Rite Software

PHYSICAL DEMANDS: Moderate to heavy physical effort performing
Duties/work activities

**MENTAL/VISUAL
DEMANDS:** Continuous mental/visual attention required

TRAINING REQUIRED:

- Safety and Precautions.
- Concord Database procedures.
- Review Company policies and procedures.
- Review production schedule.
- Familiarize with vendor base, Products and Production Processes
- Explanation of Departments with which they will interact. i.e. Accounting, Human Resources, MIS, Customer Service
- Familiarize with Security Swipe System.
- Tour of the facility.

RESPONSIBILITIES:

- Enter and maintain all color standards for all colors printing making only the most current available.
- Establish Standards that are up to date and match the job jacket before printing takes place.

TITLE:

Group Leader, Color Coordinator

RESPONSIBILITIES cont.:

- Wet goods inventory control. i.e. New solvents, reclaimed solvents, solvent and solid waste, and batch ink being sent to Sun Chemical for rework all need a maintained inventory control daily.
- Responsible for ordering inventory to run a 24/7 operation.
- Material testing, GC's, color standard building and organizing, data entry, and solvent control.
- Responsible for training all satellite lab functions.
- Solvent drum labeling.
- Maintain Current standards that are established.
- Monitor and maintain all incoming press side and outgoing drums to have the proper standard labels showing.
- Enter data and maintain all pressroom job run conditions.
- Maintain and update information on the graphic project review list daily.
- Research each project as it is entered to the list for color matching direction press side.
- Order rollouts for Customer or internal use.
- Color match information for each new, repeat and revised items.
- Ensure all colors on the job jacket have a defined formula before the job goes to press.



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JOB DESCRIPTION

TITLE: Safety Manager

REPORTS TO: VP, Quality

STATUS: Exempt

EXPERIENCE: 5-10 yrs

EDUCATION: College or equivalent

SKILLS REQUIRED: Computer Skills, Excel, Word, Power Point
Interpersonal Skills
Verbal & Written Communication Skills, Detail Oriented
Organizational Skills. Knowledge of manufacturing Safety Issues

PHYSICAL DEMANDS: Moderate physical effort performing
Duties/work activities

MENTAL/VISUAL DEMANDS: Continuous mental/visual attention required

TRAINING REQUIRED:

- Safety and Precautions
- Familiarize with safety training databases
- Review Safety and Sanitation compliance policies
- Review the OSHA standards and regulations
- Familiarize with inspection and audit procedures
- Review company policies and procedures
- Familiarize with archived information
- Explanation of departments and their roles
- Tour of facility

RESPONSIBILITIES:

- Direct, manage and implement safety and sanitation compliances for all divisions of company.
- Manage necessary safety elements, policies, regulations and quality at the operation level or designate specific duties to selected individuals.
- Ensure company is in compliance with OSHA standards and the General Duty Clause of the OSHA act.

TITLE: **Safety Manager**

RESPONSIBILITIES cont.:

- **Ensure that the safety and health program is appropriate to the conditions in the workplace such as the hazards to which employees are exposed.**
- **Responsible for Hazard assessments of the workplace.**
- **Assist in Inspections, Audits or Checklists. i.e. safety, health, quality, etc.**
- **Responsible for all reviews of the safety and health committee and its concerns at Clear Lam Packaging, Inc.**
- **Maintain safety meeting minutes and distribute to the appropriate upper management.**
- **Safety assessments completed on a monthly basis to identify physical safety and health concerns that require controlling.**
- **Conduct safety meetings with employees of all divisions.**

C- Form- 040-01 Rev.09/07/05

FORM GM

CLEAR LAM PACKAGING, INC.
2007

VENDOR	PICK-UP DATE	PO NUMBER	SLOP QUANTITY PICK-UP	SOLIDS QUANTITY PICK-UP	RAGS/DRUMS QUANTITY PICK-UP	TOTAL		
HYDRITE CHEMICAL	01/04/07	15936	5,300				gc	GREENCASTLE
HYDRITE CHEMICAL	01/11/07	15937		935	18		pc	POLUTION CONTROL INDUSTRIES
HYDRITE CHEMICAL	01/18/07	16077	5,000				gc	GREENCASTLE
						11,235		
HYDRITE CHEMICAL	02/07/07	16234	5,300				gc	GREENCASTLE
HYDRITE CHEMICAL	02/15/07	16354		880	16		pc	POLUTION CONTROL INDUSTRIES
CLEAN HARBORS	02/21/07	16359	5,300				wrr	WRR ENVIRONMENTAL SERVICES
						11,480		
HYDRITE CHEMICAL	03/15/07	16579		660	19		pc	POLUTION CONTROL INDUSTRIES
HYDRITE CHEMICAL	03/16/07	16578	5,490				gc	GREENCASTLE
						6,150		
HYDRITE CHEMICAL	04/04/07	16767	5,398				gc	GREENCASTLE
HYDRITE CHEMICAL	04/25/07	16902	5,490				gc	GREENCASTLE
HYDRITE CHEMICAL	04/26/07	16902		880	16		pc	POLUTION CONTROL INDUSTRIES
						11,768		
HYDRITE CHEMICAL	05/16/07	17106	5,661				gc	GREENCASTLE
						5,661		
HYDRITE CHEMICAL	06/06/07	17286	4,781				gc	GREENCASTLE
HYDRITE CHEMICAL	06/20/07	17391	5,490				gc	GREENCASTLE
HYDRITE CHEMICAL	06/27/07	17474		660	25		pc	POLUTION CONTROL INDUSTRIES
						10,931		
HYDRITE CHEMICAL	07/05/07	17565	5,200				gc	GREENCASTLE
HYDRITE CHEMICAL	07/25/07	17746	5,681				gc	GREENCASTLE
HYDRITE CHEMICAL	07/26/07	17747		935	18		pc	POLUTION CONTROL INDUSTRIES
						11,816	gc	
HYDRITE CHEMICAL	08/03/07	17855	4,500				gc	GREENCASTLE
HYDRITE CHEMICAL	08/08/07	17856		605	4		pc	POLUTION CONTROL INDUSTRIES
HYDRITE CHEMICAL	08/24/07	18061	4,900				gc	GREENCASTLE
SUPERIOR SOLVENT- NO CHARGE	08/30/07	18093	4,425				reclaimed	RECLAIMED ENERGY
						14,430		
HYDRITE CHEMICAL	09/10/07	18155	4,781				gc	GREENCASTLE
HYDRITE CHEMICAL	09/11/07	18168		880	11		pc	POLUTION CONTROL INDUSTRIES
HYDRITE CHEMICAL	09/18/07	18238		770	8		pc	POLUTION CONTROL INDUSTRIES
HYDRITE CHEMICAL	09/25/07	18284	4,700				gc	GREENCASTLE
						11,131		
HYDRITE CHEMICAL	10/02/07	18362		605	11		pc	POLUTION CONTROL INDUSTRIES
HYDRITE CHEMICAL	10/10/07	18407	5,600				gc	GREENCASTLE
HYDRITE CHEMICAL	10/24/07	18524		1045	11		pc	POLUTION CONTROL INDUSTRIES
						7,250		
HYDRITE CHEMICAL	11/01/07	18600	5,600				gc	GREENCASTLE
HYDRITE CHEMICAL	11/13/07	18759		935	14		pc	POLUTION CONTROL INDUSTRIES
HYDRITE CHEMICAL	11/14/07	18743	5,500				gc	GREENCASTLE
HYDRITE CHEMICAL	11/27/07	18848		715	5		pc	POLUTION CONTROL INDUSTRIES
HYDRITE CHEMICAL	11/28/07	18870	5,000				gc	GREENCASTLE
						17,750		
HYDRITE CHEMICAL	12/12/07	19010	5,300				gc	GREENCASTLE
HYDRITE CHEMICAL	12/19/07	19054		1375	14		gc	GREENCASTLE
						6,675		
			114,397	11,880	190	126,277		
					^{*55 GALLONS}	126,277		
					10,450	0		

ICC THE COMPLIANCE CENTER INC.

2150 Liberty Drive Niagara Falls, NY

We hereby certify that the under mentioned

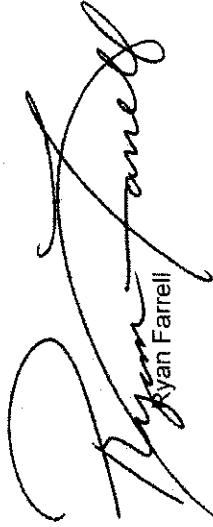
Thomas E. Cozza

of

Clear Lam Packaging

was instructed was instructed on the following subjects:
All aspects of handling, offering for transport and transporting of dangerous goods included in classes 1 to 9, Certifying that instruction was provided in the requirements for compliance with the Transportation of Dangerous Goods Act and Regulations according to section 6.2, Chapter 4 of Part 1 of the ICAO Technical Instructions and Part 12 of the Transportation of Dangerous Goods Act and Regulations. This training program complies with the minimum requirements of Section 1.5 IATA Dangerous Goods Regulations, Chapter 1.3 of the IMDG Code and Part 11 of the Transportation of Dangerous Goods Act and Regulations.

Instructor's


Ryan Farrell

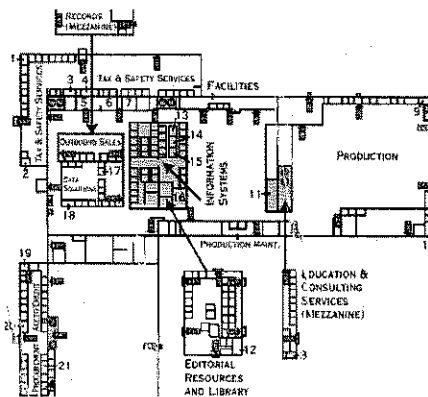
Date: June 6, 2007
MUL-1000 Multimodal Shipping-Dangerous Goods

Emergency Action Plan



Emergency escape procedures and escape routes

- Develop emergency escape routes
- Floor plans
- Work-area maps



1a

Emergency escape procedures and escape routes

- **Shelter areas**

- locker rooms
- cafeterias

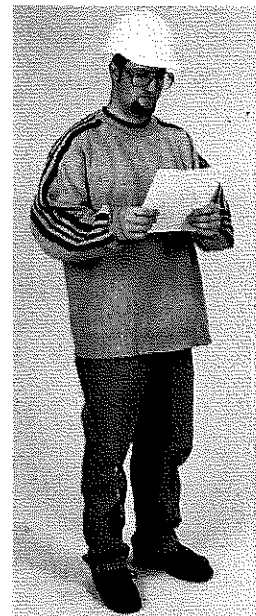
- **Head count**



1b

Evacuation

- **An adequate number of trained employees (wardens) help evacuate others**
- **There should be at least 1 warden for every 20 employees**



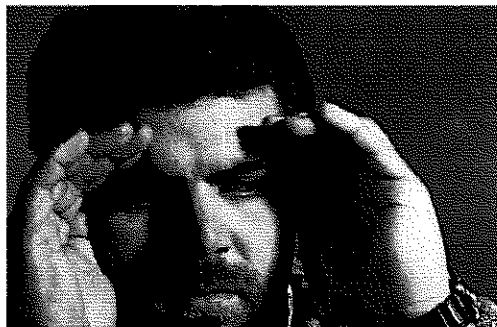
Evacuation

- **The wardens know the workplace layout and escape routes**
- **Wardens know the location of handicapped employees**



Evacuation

- **Wardens check rooms and enclosed spaces where employees could be trapped**
- **Wardens account for all employees**



Critical plant operations

- **Designate workers to shutdown critical systems**

- gas
- electrical
- plant equipment



- **Monitor plant power supplies**

2a

Critical plant operations

- **Monitor water supplies**

- **Monitor essential services**

- chemical processes
- manufacturing processes



2b

Account for all employees

- **Ensure all employees are safely evacuated**
- **Roll call**



3a

Account for all employees

- **Let supervisor know when away from workstation**
- **Let supervisor know where you are**



3b

Rescue and medical duties

- **Designated personnel will perform rescue duties**
- **Designated personnel will perform medical and first aid duties**



4a

Rescue and medical duties

- **Know the potential emergency situations that could occur**
- **Emergency responders must be trained**



4b

Reporting

- **Pull alarms**
- **Automatic alarms**
- **Phone call**



Alarm systems

- **When there is an alarm, evacuate or perform your assigned emergency actions**
- **Know the different types of alarm signals**



6a

Alarm systems

- **Flashing lights may be installed in areas where alarms may not be heard**
- **Alarm systems may use an auxiliary power source so they can operate when power fails**

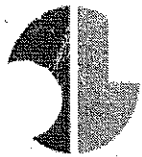


6b

Disaster recovery

- **Modified EAP**
 - evacuation
 - employee alarms
 - head count





Clear Lam
PACKAGING, INC.
ENGINEERED PACKAGING SOLUTIONS

FLEXIBLE DIVISION

COMPANY SAFETY RULES

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Flexible Films Division • MAP Systems Division • Extrusion & Thermoforming Division • Forming Films Division

February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Flex	535	Days	20828	Ackley, Eric	<i>Eric Ackley</i>	2-16
Flex	550	Office	110	Adukiewicz, Elaine	<i>Elaine Adukiewicz</i>	
Flex	555	Nights	20557	Alcaraz, Antonio	<i>Antonio Alcaraz</i>	2-28-08
Flex	520	Nights	20402	Allende, Ezequiel	<i>Ezequiel Allende</i>	
Flex	510	Nights	20773	Alvarado, Jose	<i>Jose Alvarado</i>	
Flex	563	Days	135	Alvarado, Lazaro	<i>Lazaro Alvarado</i>	2-19-08
Flex	530	Days	136	Alvarado, Timoteo	<i>Timoteo Alvarado</i>	
Flex	530	Nights	139	Alvarez, Juan Carlos	<i>Juan Carlos Alvarez</i>	2-18-08
Flex	510	Days	145	Anacleto, Juan	<i>Juan Anacleto</i>	2-19-08
Flex	510	Days	150	Anacleto, Leobardo	<i>Leobardo Anacleto</i>	2/26/08
Flex	530	Days	155	Anaya Sergio	<i>Sergio Anaya</i>	
Flex	560	Days	158	Anderson, Melvin		
Flex	520	Days	163	Antonio Felix	<i>Antonio Felix</i>	
Flex	530	Nights	20479	Arredondo, Eddie	<i>Eddie Arredondo</i>	
Flex	562	Days	20633	Avila, Marcelo		
x	530	Days	200	Avitia, Esteban	<i>Esteban Avitia</i>	2/29/08
Flex	530	Nights	266	Bagga, Kamal K		

JAMES WILLIAMS 2/18/08



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Flex	711	Flex Office	290	Balicki, Judy	Judy Balicki	2/18/08
Flex	520	Days	300	Ballinas, Antonio	Antonio P. Ballinas	2/20/08
Flex	550	Flex Office	304	Balzanto, Patricia	Patricia Balzanto	2/20/08
Flex	563	Days	20798	Barajas, Alberto	Alberto Barajas	
Flex	520	Days	330	Barragan, Rigoberto	Rigoberto Barragan	2-19-08
Flex	555	Days	20519	Barreto, Jesus	Jesus Barreto	2-18-08
Flex	812	Flex Office	345	Barrios, Alicia	Alicia Barrios	2/18/08
Flex	590	Flex Office	20745	Bastidas, Lenny	Lenny Bastidas	
Flex	530	Days	351	Bautista, Jose	Jose Bautista	2/19/08
Flex	815	Flex Office	20384	Beahan, Mike		
Flex	530	Nights	356	Becker, Robert	Robert Becker	2-18-08
Flex	560	Nights	359	Bednarz, Zbigniew		
Flex	721	Flex Office	355	Belmont, Louis		
Flex	812	Flex Office	382	Bialk, Pamela		
Flex	711	Flex Office	390	Bittenbender, Dianne	Dianne Bittenbender	2-20-08
	812	Flex Office	386	Blair, Julianne	Julie Blair	2-20-08
Flex	550	Nights	20741	Blanco, Ricardo	Ricardo Blanco	2-26-08

Press night

Kim, Sam

[Signature]

2-26-08



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Flex	510	Days	20991	Blas-Rivera, Carlos	Carlos Blas	
Flex	721	Flex Office	441	Boults, George		
Flex	711	Flex Office	20638	Bozin, Cynthia	Cynthia Bozin	2-21
Flex	510	Nights	20977	Brown, Melchi	Melchi Brown	2/19/08
Flex	565	Days	477	Bullock, Christina	Christina Bullock	
Flex	530	Days	20560	Bustamante, Pedro	Pedro Bustamante	12/19/07
Flex	562	Days	500	Caballero, Alfonso	ok	
Flex	510	Nights	20771	Cabrera, Hector	Hector Cabrera	2/26/08
Flex	510	Days	551	Campos, Alfonso Jr	ALFONSO JR CAMPOS	02-19-08
Flex	530	Nights	558	Campos, Manuel		
Flex	530	Days	540	Carbajal, Alejandro	Alex-C	2-19-08
Flex	530	Nights	20823	Carreto, Donaciano	Donaciano Carreto	2-26-08
Flex	555	Days	600	Casas, Armando Jr	Armando Casas	
Flex	815	Flex Office	20881	Castro, Alejandro		
Flex	535	Nights	615	Castro, Jose	José Castro	3-11-08
	818	Flex Office	20759	Caufield, Thomas		
Flex	560	Days	869	Cellar, Peter	Peter Cellar	02/19/08

ANASTACIO ALDAX 2-25-08



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Division	Dept. #	Shift	ID	Name	Signature	Date
Flex	560	Nights	875	Cesevicius, Jonas	Jonas Cesevicius	2/27/08
Flex	567	Days	964	Cheperka, Gennell	Gennell Cheperka	2/26/08
Flex	711	Flex Office	20468	Christense, Sheldine	Sheldine Christ	2/20/08
Flex	520	Nights	985	Cisneros, Bernardo	Bernardo Cisneros	2/21/08
Flex	510	Nights	20786	Clemente, Andrea	Andrea Clemente	
Flex	510	Days	1275	Contreras, Santos		
Flex	510	Nights	20825	Corona, Francisco	Francisco Corona	3-4-08
Flex	568	Flex Office	1300	Cozza, Thomas		
Flex	510	Nights	20856	Crespo, Julio	DOESN'T WORK HERE ANYMORE	
Flex	510	Days	925	Czertowicz, Wieslaw	Wieslaw Czertowicz	02-18-08
Flex	712	Flex Office	20925	Davenport, Marcie	Marcie Davenport	2/24/08
Flex	530	Days	1377	De La Torre, Jose	Jose de la Torre	02-20-08
Flex	818	Flex Office	20359	Debortoli, Clara		
Flex	535	Days	20795	Despain, Dave	Dave Despain	2/26/08
Flex	510	Nights	1400	Diaz, Christian	Christian Diaz	2-26-08
	562	Nights	20967	Diaz, Manuel	Manuel Diaz	
Flex	510	Nights	20705	Diaz, Michael	Michael Diaz	2-26-08



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Flex	520	Nights	1430	Diaz, Reynaldo	REYNALDO DIAZ	2/18/08
Flex	530	Nights	1433	Dimalaluan, Arturo	Arturo Dimalaluan	2/18/08
Flex	711	Flex Office	1450	Dominguez, Fernanda	Fernanda Dominguez	2/19/08
Flex	511	Days	1463	Doroteo, Engelberto	Engelberto Doroteo	2-20-08
Flex	520	Nights	20836	Dub, Richard		
Flex	510	Nights	201002	Duran-Contreras, Damian	Duran C. Damian	2-20-08
Flex	530	Days	1670	Escamilla, Carlos	Carlos Escamilla	2-20-08
Flex	530	Nights	1674	Escobedo Raul	RAUL C. ESCOBEDO	2-18-08
Flex	510	Days	1555	Estrella, Jose	Jose Estrella	
Flex	530	Nights	20657	Estrella, Juan	Juan Jacobo Estrella	2-18-08
Flex	520	Days	1704	Fabela, Marcelino	marcelino fabela	2-21-08
Flex	510	Days	1747	Fernandez, Bonifacio	Bonifacio Fernandez	
Flex	530	Days	20998	Flores, Antonio	Antonio Flores	
Flex	530	Days	1820	Flores, Gabriel		
Flex	520	Days	1830	Flores, Jesus	Jesus Flores	
Flex	555	Days	20439	Flores, Luis	Luis Flores	2-26-08
Flex	520	Days	1850	Flores, Tiburcio	Tiburcio Flores	2/18/08



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Flex	530	Days	20981	Flowers, Darnell	Darnell Flowers	2-19-08
Flex	711	Flex Office	20938	Forster, Nancy	Nancy Forster	2-20-08
Flex	712	Flex Office	1899	Gajewski, Michael	Michael Gajewski	2-26-08
Flex	510	Nights	1863	Galvez Sr Margarito	Margarito Sr Galvez	2-19-08
Flex	568	Flex Office	20459	Galvez, Francisca	Francisca Galvez	
Flex	813	Flex Office	20397	Galvez, Sheyla M	Sheyla Galvez	2/26/08
Flex	530	Days	20647	Garcia, Alberto	Alberto Garcia	2-20-08
Flex	555	Nights	1875	Garcia, Jose	Jose Garcia	2-26-08
Flex	562	Nights	20535	Garcia, Maria T.*	Maria Teresa Garcia	
Flex	530	Days	1905	Garcia, Santiago	Santiago Garcia	3/1/08
Flex	565	Flex Office	20654	Georgelos, Paul	Paul Georgelos	2/20/08
Flex	520	Days	20602	Gerardo, Osvaldo	Osvaldo Gerardo	2-19-08
Flex	511	Nights	1925	Godinez, Isac	Isac Godinez	
Flex	815	Flex Office	1914	Goncher, Dennis		
Flex	560	Days	1617	Gonzales, Rene	Rene Gonzales	
x	550	Days	20928	Gonzalez, Alejandro	Alejandro Gonzalez	2-18-08
Flex	566	Nights	20090	Gonzalez, Anayely	Anayely Gonzalez	2/25/08



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February-08

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Flex	590	Flex Office	1580	Gonzalez, Antonio	<i>Antonio Gonzalez</i>	2/28/08
Flex	510	Nights	1575	Gonzalez, Ariel	<i>Ariel Gonzalez</i>	2/28/08
Flex	560	Days	1570	Gonzalez, Armando	<i>Armando Gonzalez</i>	2/21/08
Flex	510	Nights	1582	Gonzalez, Carlos	<i>Carlos Gonzalez</i>	2-26-08
Flex	510	Days	1585	Gonzalez, Heron	<i>Heron Gonzalez</i>	02/27/08
Flex	530	Days	20728	Gonzalez, Norberto	<i>NORBERTO GONZALEZ</i>	2/20/08
Flex	510	Nights	20685	Grose, Lee	<i>Lee Grose</i>	2/26/08
Flex	530	Days	1936	Grzeca, Dale	<i>Dale Grzeca</i>	2-19-08
Flex	530	Nights	1924	Guzik, Pawell	<i>Pawell Guzik</i>	2/28/08
Flex	511	Days	1930	Hansen, Wayne	<i>Wayne Hansen</i>	2-19-08
Flex	590	Days	1945	Hennen, Oliver	<i>Oliver Hennen</i>	2-18-08
Flex	535	Days	20706	Heredia, Antonio	<i>Antonio Heredia</i>	2-26-08
Flex	535	Days	20617	Heredia, Ramon		
Flex	530	Nights	20712	Hernandez Iban	<i>Iban Hernandez</i>	
Flex	530	Nights	20864	Hernandez, Jose F.	<i>Jose F. Hernandez</i>	02/28/08
<	530	Nights	20810	Hernandez Jose T.	<i>Jose T. Hernandez</i>	
Flex	530	Days	2002	Hernandez, Vicente	<i>VINCENT HERNANDEZ</i>	



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Flex	530	Days	1953	Hernandez, Jr. Angel	Angel Hernandez	2/20/08
Flex	520	Days	2011	Herrera, Ramon	RAMON HERRERA	2-20-08
Flex	550	Days	20929	Herrera, Salvador	Salvador Herrera	2-20-08
Flex	590	Flex Office	2030	Hirst, James		
Flex	565	Days	20882	Hryhorasz, Natalia	N. Hryhorasz	3/4/08
Flex	530	Days	2105	Hurtado, Luis	Luis Hurtado	2/18
Flex	535	Nights	2130	Ibarra, Francisco	Francisco Ibarra	03/11/08
Flex	520	Days	20845	Ibarra, Leonardo	Leonardo Ibarra	2/18
Flex	550	Nights	20867	James, Willie	Willie James	2/18/08
Flex	20978	Days	20978	Jimenez, Ricardo	Ricardo Jimenez	
Flex	530	Nights	20906	Jimenez, Luis	Luis Jimenez	2/27/08
Flex	520	Nights	20769	Jolly, John	John Jolly	2-18-08
Flex	555	Days	20905	Jones, Phillip	Phillip Jones	2-26-08
Flex	818	Flex Office	3635	Jordahl, Lori		
Flex	567	Nights	2207	Joseph, Sunny	Sunny Joseph	2/18/08
Flex	520	Nights	2225	Juarez, Bacilio	Bacilio Juarez	
Flex	560	Nights	20339	Kazmierczak, Krzysztof	Krzysztof Kazmierczak	2/28/08



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Division	Dept. #	Shift	ID	Name	Signature	Date
Flex	565	Days	20572	Kennedy, James	<i>James Kennedy</i>	2/20/08
Flex	550	Flex Office	2303	Kim, Mi Young Cha	<i>Mi Young Cha</i>	2/20/08
Flex	510	Days	2310	King, Robert	<i>Robert King</i>	2/14/08
Flex	555	Days	20898	Kudo, Danel	<i>Daniel Kudo</i>	2/18/08
Flex	535	Days	20326	Laldorf, Przemyslaw	<i>3/4/08</i>	
Flex	712	Flex Office	2510	Lawrence, Gary	<i>Gary Lawrence</i>	2/26/08
Flex	550	Nights	20983	Lechuga, Bacilio	<i>Bacilio Lechuga</i>	2-28-08
Flex	555	Days	2610	Lepe, Jose	<i>Jose Luis Lepe</i>	
Flex	530	Days	2635	Lepe, Rogelio	<i>ROGELIO LEPE</i>	02/20/08
Flex	566	Days	11042	Lezama, Maria	<i>Maria Lezama</i>	2-18-08
Flex	815	Flex Office	20994	Li Shunhai		
Flex	565	Days	2750	Lobo, Leticia	<i>Leticia Lobo</i>	
Flex	555	Nights	2763	Lockett, Wayne	<i>Wayne Lockett</i>	2-18-08
Flex	535	Days	20353	Lopez, Agustin	<i>Agustin Lopez</i>	2-18-08
Flex	510	Nights	2835	Lopez, Alberto	<i>Alberto Lopez</i>	2-26-08
	567	Days	2878	Lopez, Gerardo	<i>Gerardo Lopez</i>	2/18/08
Flex	510	Days	2885	Lopez, Isaias	<i>Isaias Lopez</i>	



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Flex	510	Nights	20865	Lopez, Ricardo	<i>[Signature]</i>	2-24-08
Flex	535	Days	2950	Lovett, Michael	<i>Michael Lovett</i>	3-4-08
Flex	510	Days Nights	20781	Macias, Celino	<i>Celino Macias</i>	2/19/08
Flex	540	Days	2975	Madrigal, Antonio	<i>Antonio Madrigal</i>	2-20-08
Flex	510	Nights	3008	Mahal, Tej	<i>Tej Mahal</i>	2-26-08
Flex	721	Flex Office	3006	Mahr, John		
Flex	560	Flex Office	3028	Mangat, Kanwaljit		
Flex	723	Flex Office	3033	Maniola, Mary		
Flex	562	Nights	3064	Martinez, Humberto	<i>Humberto Martinez</i>	2/28/08
Flex	530	Nights	20888	Martinez, Mario		
Flex	562	Days	3084	Martinez, Miguel	<i>Miguel Martinez</i>	
Flex	566	Days	20500	Mc Gee, Kevin	<i>Kevin Mc Gee</i>	2-19-08
Flex	711	Flex Office	20467	MC Nutt, Shirley		
Flex	590	Days	3170	Mendez, Benjamin	<i>Benjamin Mendez</i>	2/21/08
Flex	550	Days	3174	Mendez, Jesus	<i>Jesus Mendez</i>	
	511	Days	3180	Mendoza, Esau	<i>Esau Mendoza</i>	3/4/08
Flex	511	Nights	3192	Mendoza, Mario		



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Division	Dept. #	Shift	ID	Name	Signature	Date
Flex	723	Flex Office	3325	Mento, Debra		
Flex	721	Flex Office	20414	Miller, Michael		
Flex	565	Days	3500	Mohiuddin, Azam	<i>Azam Mohiuddin</i>	2-18-08
Flex	510	Days	3022	Mondragon, Guillermo	<i>G. Mondragon</i>	2/19/08
Flex	511	Days	3405	Montenegro, Paul	<i>Paul Montenegro</i>	2-20-08
Flex	511	Days	3408	Montoya, Leobardo	<i>Leo Montoya</i>	
Flex	530	Nights	3414	Morales, Francisco	<i>Francisco Morales</i>	02/18/08
Flex	510	Days	3413	Morales, Jose	<i>Jose Morales</i>	02/19/08
Flex	530	Days	3412	Morales, Jose N	<i>Jose N. Morales</i>	02/20/08
Flex	530	Days	20840	Morales, Rafael	<i>Rafael Morales</i>	02/18/08
Flex	510	Days	3415	Moran, Jose	<i>Jose Moran</i>	2-18-08
Flex	510	Days	3421	Moran, Jose D	<i>Jose D. Moran</i>	
Flex	535	Nights	20544	Moreno, Crisoforo	<i>Crisoforo Moreno</i>	2-21-08
Flex	510	Days	20858	Morillo, Segundo V	<i>Segundo V. Morillo</i>	3/04/08
Flex	565	Nights	3561	Muthalaly, Alexander	<i>Alexander Muthalaly</i>	02-28-08
	566	Days	3531	Myers, Eric	<i>Eric Myers</i>	2-21-08
Flex	562	Nights	3551	Napolez, Miguel	<i>Miguel Napolez</i>	2-26-08

Jose Solis

Rosendo Ledezma



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February-08

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Flex	530	Days	20948	Nevarez, Samuel	<i>Samuel Nevarez</i>	
Flex	560	Days	3560	Nichols, Richard	<i>Richard Nichols</i>	2-19-08
Flex	550	Days	20531	Nicholson, Earl*	<i>Earl Nicholson</i>	2-20-08
Flex	510	Nights	20824	Nunez, Oscar	<i>Oscar Nunez</i>	
Flex	565	Days	3573	Ocon, Lucia	<i>Lucia Ocon</i>	2-21-08
Flex	530	Days	3569	Ocon, Oscar	<i>Oscar Ocon</i>	2-19-08
Flex	530	Days	3577	Olivares, Jose	<i>Jose Olivares</i>	
Flex	535	Nights	3581	Orozco, Juan	<i>Juan F. Orozco</i>	
Flex	721	Flex Office	3604	Pacyniak, Eric		
Flex	555	Days	3610	Pahua, Jose	<i>JOSE C. PAHUA</i>	2-26-08
Flex	560	Days	3613	Pala, Jan	<i>Jan Pala</i>	2/18/08
Flex	530	Nights	3612	Palacios, Guillermo	<i>Guillermo Palacios</i>	2-18-08
Flex	555	Days	3630	Patel, Jitendrakumar	<i>J. Patel</i>	
Flex	535	Days	20767	Patel, Paresh	<i>Paresh Patel</i>	
Flex	520	Days	3650	Pelayo, Jose L	<i>Jose L. Pelayo</i>	
Flex	530	Days	20960	Pelayo, Jose T	<i>Jose T. Pelayo</i>	
Flex	510	Days	3656	Pelayo, Ruben	<i>Ruben Pelayo</i>	



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Flex	530	Days	3670	Pena, Conrado	Conrado Pena	
Flex	530	Days	20866	Pena, Fernando	Fernando Pena	2-18-08
Flex	818	Flex Office	3677	Pepsnik, Kathleen		
Flex	555	Nights	20484	Perez, Fernando	Fernando Perez	
Flex	555	Days	3707	Perez, Manuel	Manuel Perez	
Flex	530	Days	3710	Perez, Nolberto	Nolberto Perez	
Flex	520	Nights	3712	Perez, Raudel	Raudel Perez	2-17-08
Flex	530	Nights	3713	Perez, Raudel Jr.	Raudel Perez Jr.	2-27-08
Flex	510	Days	3730	Peterson, Cass M	Cass M Peterson	2-18-08
Flex	711	Flex Office	1405	Pope, Kathleen	Kathleen Pope	2/27/08
Flex	721	Flex Office	3760	Prescott, James		
Flex	530	Nights	20723	Preston, Alonzo	Alonzo Preston	2/27/08
Flex	535	Days	20333	Proa, Jose	Jose L Proa	
Flex	510	Nights	3771	Ramirez, Armando	Armando Ramirez	2/27-08
Flex	520	Days	20818	Ramirez, Hector	Hector Ramirez	2-19-08
Flex	510	Days	3779	Ramirez, Juan	Juan Ramirez	2-19-08
Flex	550	Days	20464	Reyes, Cleofas	Cleofas Reyes	



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February-08

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Flex	818	Flex Office	3825	Rickey, Dale		
Flex	814	Flex Office	3850	Rieder, Tom		
Flex	566	Nights	20381	Rivera, Linda		
Flex	711	Flex Office	20614	Robertson, Lilia	Lilia V Robertson	2/19/08
Flex	520	Nights	20755	Rodriguez, Alexis	Alexis Rodriguez	2/18/08
Flex	530	Nights	3879	Rodriguez, Fernando	FERNANDO RODRIGUEZ	03-06-08
Flex	590	Flex Office	20615	Rodriguez Joe A.		
Flex	520	Days	20809	Rodriguez, Jorge	Jorge Rodriguez	
Flex	550	Nights	20979	Rodriguez, Juan	Juan Rodriguez	
Flex	567	Days	3882	Rodriguez, Luis	Luis Rodriguez	2-19-08
Flex	560	Days	3875	Rodriguez, Marc	Marc Rodriguez	2-17-08
Flex	510	Nights	3906	Rosa, Conrado	Conrado Rosa	
Flex	520	Days	20804	Rowe, James	James Rowe	
Flex	520	Nights	20707	Ruiz, Juan	J. Ruiz	2-18-08
Flex	510	Days	3971	Ruiz, Octavio	Octavio Ruiz	1-3-07
Flex	812	Flex Office	3950	Ruppert, James	James Ruppert	2/19/08
Flex	565	Flex Office	20946	Sada, Sandra	Sandra Sada	2-20-08

Blown Film

Nights

Roski Rowan

Rowan Roski

2/21/08



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Flex	535	Days	3988	Salsmith, Sang	<i>Sang Salsmith</i>	
Flex	520	Nights	4002	Salazar, Jose	<i>Jose L. Salazar</i>	2/28/08
Flex	530	Nights	20553	Salazar, Jose M	<i>Jose M Salazar</i>	
Flex	520	Days	4010	Salvarrey, Enrique	<i>Enrique Salvarrey</i>	2/18/08
Flex	555	Flex Office	3990	Samayoa, Alexander	<i>Alexander Samayoa</i>	3/4/08
Flex	510	Days	4039	Sanchez, Martin	<i>Martin Sanchez</i>	2/20/08
Flex	560	Nights	4060	Sanchez, Roberto		
Flex	562	Days	20689	Sanchez, Rosa	<i>Rosa Sanchez</i>	2/20/08
Flex	550	Nights	20908	Sanchez, William	<i>William Sanchez</i>	2/28/08
Flex	819	Flex Office	4105	Sanfilippo, James		
Flex	819	Flex Office	4100	Sanfilippo, Jasper		
Flex	510	Days	4115	Santana, Jose	<i>Jose Santana</i>	2-19-08
Flex	530	Days	4123	Santiago, Gerardo	<i>Gerardo Santiago</i>	2-20-08
Flex	566	Days	4148	Saucedo, Jaime	<i>Jaime Saucedo</i>	2/24/08
Flex	818	Flex Office	20364	Saucedo, Maria		
x	721	Flex Office	20692	Scaffidi, Paul		
Flex	712	Flex Office	20393	Scholl, Audrey	<i>Audrey Scholl</i>	2/26/08



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Flex	530	Nights	4156	Schwarz, Mark	<i>Mark Schwarz</i>	2-18-08
Flex	711	Flex Office	20713	Seeck Jeffrey	<i>Jeff Seeck</i>	2/18/08
Flex	520	Days	4185	Serrato, Jesus A		
Flex	540	Days	4200	Sharma, Shashi	<i>Shashi Sharma</i>	3-4-08
Flex	815	Flex Office	20838	Sheehan, Dennis		
Flex	711	Flex Office	4208	Shino-Pouille, Susan	<i>Susan Shino-Pouille</i>	2-18-08
Flex	721	Flex Office	4250	Sinitean, John		
Flex	565	Flex Office	4165	Skaggs, Jeanne		
Flex	711	Flex Office	4325	Smith, Pamela	<i>Pamela Smith</i>	2/18/08
Flex	550	Days	21005	Solis, Carlos	<i>Carlos Solis</i>	2/19/08
Flex	530	Nights	20610	Solis, Joel		
Flex	520	Nights	20962	Sosa, Rafael	<i>Rafael Sosa</i>	2-18-08
Flex	520	Days	4275	Soto, Aaron	<i>Aaron Soto</i>	2/18/08
Flex	814	Flex Office	20396	Soulaka, Hanan	<i>Hanan Soulaka</i>	2/21/08
Flex	565	Days	4315	Speer, Roy	<i>Roy Speer</i>	2/18/08
	814	Flex Office	4350	Sullivan, Karen	<i>Karen Sullivan</i>	2/20/08
Flex	813	Flex Office	4370	Szrajer, Angela		



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Flex	510	Nights	20878	Tamez, Guillermo	Guillermo Tamez	2-20-08
Flex	530	Days	20430	Tejada, Ceferino	Ceferino Tejada	
Flex	555	Days	20590	Tello, Elder	Elder Tello	
Flex	520	Nights	20857	Tercero, Jorge	Jorge Tercero	
Flex	520	Days	20521	Thurman, Lamar	Lamar Thurman	2-18-08
Flex	712	Flex Office	4488	Tinerella, Jefferey	Jefferey Tinerella	2/26/08
Flex	520	Days	4505	Torres, Angel	Angel Torres	
Flex	530	Days	20761	Torres, Jesus	Jesus Torres	2-19-08
Flex	535	Days	20945	Torres, Jose	Jose Torres	2-21-08
Flex	712	Flex Office	4523	Trollen, James		
Flex	560	Nights	20351	Trot, Sergey	Sergey Trot	2.27.08
Flex	520	Nights	20849	Uribe, Ramon	Ramon Uribe	
Flex	520	Nights	4570	Uribe, Silverio	Silverio Uribe	
Flex	560	Days	4606	Vaisvila, Susan	Susan Vaisvila	2/18/08
Flex	565	Flex Office	1901	Valintis, Bianca	Bianca Valintis	2/20/08
Flex	550	Days	4617	Valle, Jose	Jose Carlos Valle	2/19/08
Flex	510	Days	4613	Valle-Acosta, Artemio	Artemio Valle-Acosta	

Flex 813 Days 21022 Tanelian, Rose Rose Tanelian 2/26/08



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Division	Dept. #	Shift	ID	Name	Signature	Date
Flex	510	Days	20992	Vasquez, Claudia	Claudia Vasquez	Feb/19/08
Flex	520	Nights	20791	Vega, Gonzalo	Gonzalo Vega	
Flex	818	Flex Office	20684	Veldman, Bruce		
Flex	550	Nights	20884	Ventura, Phillip	Phillip Ventura	2/28/08
Flex	550	Nights	20747	Villegas, Francisco	Francisco Villegas	02-26-08
Flex	711	Flex Office	4665	Vitols, Linda	Linda Vitols	2-19
Flex	711	Flex Office	4683	Wallek, William	William Wallek	2-20
Flex	818	Flex Office	4700	Wedoff, Thomas		
Flex	813	Flex Office	20483	Wesoloski, Debbie	Debbie Wesoloski	2-20
Flex	813	Flex Office	20371	Westermayer, Ida		
Flex	567	Nights	20935	Whittle, John	John Whittle	2-26-08
Flex	812	Flex Office	4701	White, Robert		
Flex	712	Flex Office	20547	Willens, Lisabeth	Lisabeth Willens	2/26/08
Flex	711	Flex Office	4800	Williams, Eileen	Eileen Williams	
Flex	565	Days	5020	Wyslotsky, Bohdan		
	530	Days	20982	Zarco, Aristeo	Aristeo Zarco	2/20/08

Jose A. Torres
Oran Graham

Jose A. Torres

Ronald Deane

Ronald Deane



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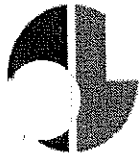
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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Flex	560	Days	158	Anderson, Melvin		
Flex	562	Days	20633	Avila, Marcelo	<i>marcelo avila</i>	3/12/08
Flex	510	Days	1275	Contreras, Santos	<i>Santos Contreras</i>	3-12-08
Flex	530	Days	1820	Flores, Gabriel	<i>Gabriel Flores</i>	3/12/08
Flex	535	Days	20617	Heredia, Ramon	<i>Ramon Heredia</i>	3-12-08
Flex	560	Days	3028	Mangat, Kanwaljit		
Flex	530	Days	3710	Perez, Nolberto		
Flex	590	Days	20615	Rodriguez Joe A.		
Flex	520	Days	4185	Serrato, Jesus A		
Flex	565	Days	5020	Wyslotsky, Bohdan		



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200040	E	20374	Anguiano, Hugo	<i>Hugo Anguiano</i>	
Thermo	200070	E	20270	Fustuq, Sayed	<i>Sayed Fustuq</i>	
Thermo	200040	E	21010	Gnatyuk, Michael	<i>Works next week New Employee</i>	
Thermo	200040	E	20197	Hernandez, Hermilo	<i>Hermilo Hernandez</i>	03-12-08
Thermo	200040	E	20182	Martsenyuk, Ruslan	<i>A. Martsenyuk</i>	
Thermo	200040	E	20391	Netsov, Stoycho	<i>Stoycho Netsov</i>	03/12/08



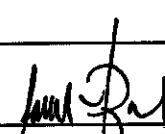
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Division	Dept. #	Shift	ID	Name	Signature	Date
Forming	3535	Nights	20423	Avila, Benjamin		
Forming	3535	Nights	20963	Delgado, Alvarez Trinidad		
Forming	3535	Nights	20661	Vargas, Joan		02-12-08



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Forming	3535	00	20423	Avila, Benjamin		
Forming	3535	Nights	20592	Benitez, Juan	JOAN BENITEZ	2-15-08
Forming	3535	Nights	20593	Cabral, Reynaldo	Reynaldo Cabral	
Forming	3535	Nights	20963	Delgado, Alvarez Trinidad		
Forming	3555	Days	20959	Duran, Albino		2-20-08
Forming	3516	Office	1753	Fink, Bonnie	Bon Fink	2-25-08
Forming	3536	Days	20385	Fitak, Vasiliy	2/20/08	
Forming	3516	Office	1854	Forowycz, Roman		
Forming	3535	Days	20696	Guzman, Clemente	2/20/08	
Forming	3711	Days	20421	Lindgren, Ellen	Ellen Lindgren	2-25-08
Forming	3530	Days	2960	Macias, Jose	Jose Macias	2-19-08
Forming	3530		20987	Martinez-Aponte, Manuel	2/20/08	
Forming	35900	Office	20583	Montefusco, Pat		
Forming	3536	Nights	3555	Nesesyuk, Aleksandr	Aleksandr Nesesyuk	2-19-08
Forming	3536	Days	3755	Popovich, Igor	Igor Popovich	2-20-08
Forming	3555	Days	20694	Rainey, Vernon	Vernon Rainey	2-20-08
Forming	3535N	Nights	20653	Sanchez, David	David Sanchez	2-15-08



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Division	Dept. #	Shift	ID	Name	Signature	Date
Forming	3535N	Days	20623	Sanchez, Victor	2/20/08	
Forming	3535	Days	20624	Torres, Hugo	Hugo Torres	2-15-08
Forming	3535	Days	20625	Torres, Jorge	Jorge Torres	
Forming	3535	Nights	20661	Vargas, Joan		
Forming	3535	Nights	20698	Villalobos, Martin	2/20/08	



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200045	A	20157	Alferez, Jose	Jose A Alferez	2-13-08
Thermo	200045	A	20305	Alferez, Marco	Marco Alferez	2-13-08
Thermo	200020	A	20667	Alvarez, Rudy	RUDY ALVAREZ M.	2-13-08
Thermo	200020	A	20213	Barrera, Alicia	ALICIA BARRERA	02/13/08
Thermo	200020	A	20422	Becerra, Marcela	Marcela Becerra	2/13/08
Thermo	200045	A	20873	Bernal, Miguel	Miguel Bernal	2/13/08
Thermo	200070	A	20209	Bragg, Alvin	Alvin Bragg	
Thermo	200050	A	20277	Caballero, Arturo	Arturo Casallero	2/13/08
Thermo	200020	A	11065	Delgado, Rodrigo	Rodrigo Delgado	2/13/08
Thermo	200020	A	20766	Diaz, Elizabeth	Elizabeth Diaz	2-13-08
Thermo	200020	A	20311	Favela, Maria	Maria Favela	2/13/08
Thermo	200075	A	20417	Guerrero, Francisco	Francisco Guerrero	2-13-08
Thermo	200020	A	11056	Gutierrez, Salomon	Salomon Gutierrez	2/13/08
Thermo	200010	A	20966	Henderson, Charissa	Charissa Henderson	2/13/08
Thermo	200070	A	20581	Henderson, Kenneth	Kenneth Henderson	2/13/08
no	200010	A	20271	Herrera, Manuel	Manuel Herrera	2/13/08
Thermo	200020	A	20868	Luis, Carlos	Carlos Luis	2/13/08



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Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200010	A	20819	Mancila, Cirillo	Cirillo Mancilla	
Thermo	200050	A	20743	Matson, Dale	2/14/08	
Thermo	200055	A	20953	Medina, Sue	Sue E Medina	02/13/08
Thermo	200020	A	20454	Mora, Alfredo	Alfredo Mora	02/13/08
Thermo	200020	A	20455	Mora, Gustavo		
Thermo	200020	A	20453	Mora, Juana	Juana Mora	
Thermo	200010	A	20477	Morales, Pablo	Pablo Morales	2-13-08
Thermo	200020	A	20889	Morales, Veronica	Veronica Morales	2-13-08
Thermo	200010	A	20236	Moreno, Abacu	ABACU MORENO	
Thermo	200020	A	20794	Ortiz, Roberto	Roberto Ortiz	2-13-08
Thermo	200020	A	20534	Oviedo, Ana*	Ana Oviedo	
Thermo	200020	A	20438	Partida, Raquel	Raquel Partida	2-13-08
Thermo	200010	A	20200	Perez, Javier	Javier Perez	2/13/08
Thermo	200045	A	20555	Quintero, Carlos	OK	
Thermo	200020	A	20466	Raya, Isela*	Isela Raya	
no	200010	AC	20940	Raygoza, Inocencio	2/14/08	
Thermo	200020	A	20921	Roldan, Alma	Roldan Alma	



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Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200020	A	20404	Ruiz, Maria	Maria Ruiz	02-13-08
Thermo	200020	A	20428	Salgado, Joaquin	Joaquin Salgado	2-13-08
Thermo	200045	A	20607	Salinas Rodrigo-Baust		
Thermo	200020	A	20912	Soto, Jorge	Jorge Soto	2/13/08
Thermo	200010	A	20375	Soto, Jr., Johnny		
Thermo	200020	A	20497	Torres, Micaela*	Micaela Torres	2-13-08
Thermo	200070	A	20307	Williams, Julius	Julius H. Williams	2-13-08

Blanco Rogelio

Rogelio Blanco

Thermo

A

Lyubomir Tizyo

Lyubomir Tizyo

02/13/08

Thermo

C

20900

David Chavez

David Chavez

2/13/08

Thermo

C (20278)

Marcelo Quintana-M

Marcelo Quintana-M

2-13-08

Thermo

20964

Reginald Washington

Reginald Washington

2-13-08

Thermo

Frank Munoz

Frank Munoz

2-13-08



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Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200050	B	20688	Avila, Carlos	ML	
Thermo	200020	B	20529	Barajas, Ylida*	Barajas Ylida	
Thermo	200010	BA	20788	Blanco, Rogelio	"OK"	
Thermo	200020	B	20875	Bordonaba, Isaias	ISAIAS BORDONABA	2-20-08
Thermo	200070	B/C	20748	Casiano, Miguel	Miguel Casiano	2-14-08
Thermo	200060	BA	20387	Chapman, Scott A	Scott Chapman	
Thermo	200045	B	20349	Davis, Larry D	Larry Davis	2/20/08
Thermo	200020	B	20863	Diaz, Daniel	Daniel Diaz	
Thermo	200020	B	20965	Elizondo, Laura	Laura Elizondo	
Thermo	200020	B	20538	Gomez, Maria Del C.*	Maria Del C. Gomez	2-20-08
Thermo	200020	B	20890	Gonzalez, Siomara	Siomara Gonzalez	2-21-08
Thermo	200045	B	11053	Gutierrez, Jorge	Jorge Gutierrez	2/20/08
Thermo	200020	B	20286	Hamilton, Evette	Evette Hamilton	
Thermo	200010	B	20416	Hernandez, Elias	Elias Hernandez	
Thermo	200010	B	20301	Herrera, Gustavo	Gustavo Herrera	2/20/08
no	200010	B	20874	Herrera, M Juan	M Juan Herrera	2/20/08
Thermo	200020	B	20268	Lepe, Blanca	Blanca Lepe	

THERMO WAREHOUSE

LUCENA, ANTHONY

Anthony Lucena

2-20-08

Pa 610 12045 9005



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200020	B	20605	Lopez, Enrique	<i>Enrique Lopez</i>	
Thermo	200020	B	20724	Lopez, Ricardo G	<i>Ricardo Lopez</i>	
Thermo	200020	B	20569	Martinez, Delores	<i>Delores Martinez</i>	
Thermo	200020	B	20488	Martinez, Ernestina	<i>Ernestina Martinez</i>	2-20-08
Thermo	200010	B	20123	Mendoza, Reynaldo	<i>Reynaldo Mendoza</i>	
Thermo	200070	B	20751	Morales, Andres	<i>Andres Morales</i>	
Thermo	200055	B	20911	Morales, Maria	<i>Maria Morales</i>	02/21/08
Thermo	200020	B	20678	O valle, Patricia	<i>Patricia Ovalle</i>	
Thermo	200075	B	20400	Okulik, Konstantin	<i>Konstantin Okulik</i>	2-20-08
Thermo	200050	B	20693	Patel, Ishwar	<i>Ishwar Patel</i>	
Thermo	200020	B	20293	Quintana, Fermin	<i>Fermin Quintana</i>	
Thermo	200020	B	20204	Ramos, Octavio	<i>Octavio Ramos</i>	
Thermo	200020	B	20314	Rios, Maria	<i>Maria Rios</i>	
Thermo	200010	B	20951	Rojas, Flavio	<i>Flavio Rojas</i>	
Thermo	200045	B	20880	Schaffer, Sidney	<i>Sidney Schaffer</i>	
Thermo	200020	B	20490	Servellon, Ana Maria	<i>ANA SERVELLON</i>	2-20-08
Thermo	200020	B	20217	Sierra, Dora	<i>Dora Sierra</i>	



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200020	B	20238	Solis, Maria	<i>Maria Solis</i>	
Thermo	200020	B	20719	Vargas, Juan	<i>Juan Jose Varga</i>	
Thermo	200045	B	20639	Velasquez, Roberto	<i>Roberto Velasquez</i>	
Thermo	200070	B	20532	Washington, Darnell	<i>Darnell Washington</i>	2-2008

Roberto B. SALINAS

Roberto B. SALINAS

Vasiliy Titov

Vasiliy Titov

Forming

Manuel Martinez-Aparicio

Manuel Martinez-Aparicio

Clemente Guzman Clemente C.

Victor Sanchez Victor Sanchez

Martin Villalobos Martin Villalobos

Carlos Vasquez

Maria Contreras

Hana Guillermo

Jose maldonado



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200020	C	20670	Almazan Gloria	GLORIA ALMAZAN	2-18-08
Thermo	200020	C	201006	Alvarez, Pascual		
Forming	3535		20423	Alvarez, Benjamin Forming		
Thermo	200020	C	20927	Bostic, Clinton	Clinton Bostic	2-28-08
Thermo	200075	C	20820	Caceres Carlos	Carlos Caceres	2/13/08
Thermo	200020	C	20727	Cannela, Gabriel	Gabriel Cannela	2/13/08
Thermo	200020	C	20918	Cano, Alma	Alma Cano	
Thermo	200050	C	20900	Chavez, David	2/13/07	
Thermo	200020	C	20819	Chavez, Melissa	Melissa Chavez	02-19-08
Thermo	200020	C	20972	Felix, Sonia	Felix, Sonia	02-26-08
Thermo	200070	C	20315	Fitts, Kevin	Kevin Fitts	2-14-08
Thermo	200020	C	20984	Fonseca, Jacqueline	Jacqueline Fonseca	2-14-08
Thermo	200020	C	20444	Garcia, Juan	Juan Garcia	
Thermo	200020	C	20894	Gonzalez, Melissa	Melissa Gonzalez	2-14-08
Thermo	200020	C	20936	Groth, Betty	Betty Groth	2-14-08
no	200020	C	20909	Hernandez, Elsa	ELSA HERNANDEZ	
Thermo	200070	ID	20709	Herrera, Raul	Raul Herrera	2/25/08



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200020	C	20846	Jasinski, Eric	Eric Jasinski	
Thermo	200055	C	20406	Jasinski, Paul	Paul Jasinski	
Thermo	200020	C	20218	Landa, Guildarda	Guildarda Landa	2-28-08
Thermo	200010	C	20637	Linares, Jose	José Linares	
Thermo	200020	C	20269	Lockett, Darlene		
Thermo	200010	C	20956	Maldonado, Jose	OK 2/21/08	
Thermo	200020	C	20734	Marquez, Juan Pablo	Juan Pablo Marquez	2-28-08
Thermo	200070	C	20665	Mason, Lindsay	Lindsay Mason	2-14-08
Thermo	200050	C	20278	Montoya, Marcelo Q	2/13/07	
Thermo	200010	C	20205	Morales, Louis	Louis Morales	2-14-08
Thermo	200060	C	20886	Nunez, Frank	2/13/07	
Thermo	200010	10	20993	Nunez, Nick	Nick Nunez	2/13/08
Thermo	200020	C	20142	Ortiz, Emilia	Emilia Ortiz	2-14-08
Thermo	200020	C	20415	Petty, Jerome	Jerome Petty	2-14-08
Thermo	200020	C	20551	Ramirez, Rodolfo	Rodolfo Ramirez	2/14/08
10	200010	C	20990	Raygoza, Javier	Javier Raygoza	2/14/08
Thermo	200020	C	20558	Rodriguez, Ernesto	Ernesto Rodriguez	2/14/08



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200010	C	20952	Salgado, Santos	<i>Santos Salgado</i>	2-14-08
Thermo	200055	C	20973	Torres, Iris	<i>Iris T.</i>	
Thermo	200020	C	20133	Valdez, Catalina	<i>Catalina Valdez</i>	2-14-08
Thermo	200020	C	20198	Zamora, Hector	<i>Hector Zamora</i>	
Thermo	200020	C	20405	Zarco, AnaMaria	<i>Guadalupe Zarco</i>	2-14-08

EXT 20777 Liendo Felix Felix Liendo 2/14/08

EXT. C INOCENCIO RAIGOZA I. Raygoza 2-14-08

CARLOS QUINTERO

Rogelio Rodriguez

Thermo 20743 Matson Dale *Dale Matson* 2-14-08



D Shift

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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200020	D	20891	Arroyo, Jennifer	Jennifer Arroyo	2/21/08
Thermo	200050	D	20523	Beebe, Grant*	Grant Beebe	2/21/08
Thermo	200020	D	20674	Bernal, Elda	Elda Bernal	
Thermo	200070	D	20902	Blancas, Eduardo		
Thermo	200020	D	20632	Contreras, Maria		
Thermo	200020	D	20997	Delgado, Cruz		
Thermo	200010	D	20300	Felix, Gerardo		
Thermo	200020	D	20322	Flores, Jose	Jose Flores	
Thermo	200020	D	20910	Galindo, Candido	Candido Galindo	
Thermo	200020	D	20742	Galindo, Emilsy	Emilsy Galindo	
Thermo	200020	D	20776	Gonzalez, Jose M	Jose M Gonzalez	2/20/08
Thermo	200020	D	20282	Guillermo, Maria		
Thermo	200020	D	20933	Hernandez, Joseph		
Thermo	200020	D	20494	Hurtado, Maria	Maria Hurtado	
Thermo	200055	D	20757	Lawson, Thomas	Tom Lawson	2-21-08
no	200010	D	20777	Liendo, Felix		2/14/08
Thermo	200010	D	20618	Lopez, Gustavo R	GUSTAVO LOPEZ	2-25-08



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200020	D	20536	Lopez, Rocio*		
Thermo	200075	D	20586	Mar, Taranjit	<i>Taranjit Mar</i>	2/26/08
Thermo	200010	D	20971	Mino, Diego	<i>Diego Mino</i>	
Thermo	200020	D	2996	Morgan, Cheryl	<i>Cheryl Morgan</i>	2/21/08
Thermo	200050	D	20989	Nicholson, Bryan	<i>Bryan Nicholson</i>	2/24/08
Thermo	200020	D	20737	Noriega, Gladys	<i>Gladys Noriega</i>	2-21-08
Thermo	200020	D	20701	Noriega, Leonel	<i>Leonel Noriega</i>	02/21/08
Thermo	200020	D	20744	Pacheco, Lydia	<i>Lydia Pacheco</i>	02/21/08
Thermo	200020	D	11054	Rebollar, Jesus	<i>Jesus Rebollar</i>	2-21-08
Thermo	200020	D	21004	Reyes, Mayra	<i>Mayra Reyes</i>	
Thermo	200070	D	20969	Rivera, Alex		
Thermo	200060	D	20248	Rodriguez, Rogelio		
Thermo	200020	D	20412	Rubio Gutierrez, Jorge	<i>Jorge Rubio</i>	
Thermo	200020	D	20892	Salgado, Carmela	<i>Carmela Salgado</i>	
Thermo	200020	D	20980	Smith, Jerry	<i>Jerry Smith</i>	
no	200020	D	20568	Soto, Norma	<i>NORMA SOTO</i>	2-21-08
Thermo	200020	D	20629	Vasquez, Carlos		

JOHNNY SOTO

2-21-08



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200010	D	20192	Villanueva, Lorenzo	<i>Lorenzo Villanueva</i>	2-21-08



E Shift

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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200040	E	20374	Anguiano, Hugo		
Thermo	200070	E	20679	Barrientos, Aura M	<i>Aura M Barrientos</i>	2-25-08
Thermo	200045	E	20111	Burak, Mike	<i>M. Burak</i>	2-18-08
Thermo	200050	E	20214	Carmona, Jose	<i>Jose Carmona</i>	
Thermo	200010	E	20173	Carmona, Margarito	<i>Margarito Carmona</i>	
Thermo	200045	E	20988	Conway, John	<i>John Conway</i>	
Thermo	200050	E	20321	Czaja, Jeff	<i>Sick Jeff Czaja</i>	
Thermo	200020	E	20313	Diaz, Lorenzo	<i>Lorenzo Diaz</i>	2-25-08
Thermo	200020	E	20793	Duenas, Salvador	<i>Yes left early taxi</i>	
Thermo	200070	E	20270	Fustuq, Sayed		
Thermo	200055	E	20451	Galban, Mariana	<i>Mariana Galban</i>	2-21-08
Thermo	200020	E	20424	Gomez, Jesus	<i>Jesus Gomez</i>	2-25-08
Thermo	200070	E	20970	Heredia, Maria	<i>Maria Heredia</i>	
Thermo	200040	E	20197	Hernandez, Hermilo		
Thermo	200070	E	21003	Lopez, Jose L	<i>Jose L. Lopez</i>	2-25-08
Thermo	200070	E	20408	Lucena, Anthony		
Thermo	200070	E	20628	Martinez, Roberto	<i>Roberto Martinez</i>	



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February-08

Division	Dept. #	Shift	ID	Name	Signature	Date
Thermo	200040	E	20182	Martsenyuk, Ruslan		
Thermo	200055	E	20220	Moreno, Miriam	<i>Miriam Moreno</i>	02-25-08
Thermo	200040	E	20391	Netsov, Stoycho		
Thermo	200070	E	20281	Pet, Eric	<i>Eric Pet</i>	
Thermo	200070	E	20985	Quintana, Hendrick	<i>Hendrick Quintana</i>	2-25-08
Thermo	200010	E	20227	Ruiz, Ralph	<i>Ralph Ruiz</i>	
Thermo	200070	E	20212	Santiago, Luis	<i>Luis Santiago</i>	2/25/08
Thermo	200020	E	20108	Sysun, Yaroslav	<i>Yaroslav Sysun</i>	2-25-08
Thermo	200050	E	20187	Szeszycki, Russell	<i>Russell Szeszycki</i>	
Thermo	200020	E	20110	Tizyo, Lyubomir		
Thermo	200055	E	20964	Washington, Reginald		

Thermo 200055 D 21009 W. VERA KRAPRAYOON
W. Vera Kraprayoon

[Signature]

2/20/08

2/25/08



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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	20828	535	Days	Ackley, Eric	<i>Eric Ackley</i>	1-14-08
Flex	110	550	Office	Adukiewicz, Elaine		
Flex	20557	555	Nights	Alcaraz, Antonio	<i>Antonio Alcaraz</i>	1-8-09
Flex	21037	520	Nights	Alday, Anastacio	<i>Anastacio Alday</i>	1-8-09
Flex	21090	520	days	Alicea, Juan	<i>Juan Alicea</i>	1-8-09
Flex	20402	520	Nights	Allende, Ezequiel	<i>Ezequiel Allende</i>	1-8-09
Flex	20773	510	Nights	Alvarado, Jose	<i>Jose Alvarado</i>	1-8-09
Flex	135	563	Days	Alvarado, Lazaro	<i>Lazaro Alvarado</i>	1-9-09
Flex	136	530	Days	Alvarado, Timoteo	<i>Timoteo Alvarado</i>	1-8-09
Flex	139	530	Nights	Alvarez, Juan Carlos	<i>Juan Carlos Alvarez</i>	1-10-09
Flex	145	510	Days	Anacleto, Juan	<i>Anacleto JUAN</i>	1-10-09
Flex	150	510	Days	Anacleto, Leobardo	<i>Anacleto Leobardo</i>	1-10-09
Flex	155	530	Days	Anaya Sergio	<i>Sergio Anaya</i>	1-14-08
Flex	163	520	Days	Antonio Felix	<i>Felix Antonio</i>	01/08/09
Flex	20479	530	Nights	Arredondo, Eddie	<i>Eddie Arredondo</i>	1-12-09
Flex	20633	562	Days	Avila, Marcelo	<i>Marcelo Avila</i>	01-19-09
Flex	21093	815	Office	Aydelotte, David		
Flex	266	530	Nights	Bagga, Kamal K	<i>Kamal K Bagga</i>	1-12-09
Flex	300	520	Days	Ballinas, Antonio	<i>Antonio Ballinas</i>	1/8/09



Flexible Division

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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	304	550	Office	Balzanto, Patricia		
Flex	20798	563	Days	Barajas, Alberto		
Flex	330	520	Days	Barragan, Rigoberto	Rigoberto Barragan	1-14-09
Flex	21124	540	Days	Bastidas, David	DAVID	1-8-09
Flex	20745	590	Days	Bastidas, Lenny		
Flex	21069	550	Days	Batelli, Robert	Robert Batelli	1-9-09
Flex	351	530	Days	Bautista, Jose	JOSE BAUTISTA	01/09/09
Flex	356	530	Nights	Becker, Robert	Robert Becker	1-14-09
Flex	359	560	Nights	Bednarz, Zbigniew	Zbigniew Bednar	1-19-09
Flex	355	721	Office	Belmont, Louis		
Flex	382	812	Office	Bialk, Pamela		
Flex	390	711	Office	Bittenbender, Dianne	Dianne Bittenbender	1-19-09
Flex	386	812	Office	Blair, Julianne		
Flex	20741	550	Nights	Blanco, Ricardo	Ricardo Blanco	1-8-09
Flex	20991	510	Days	Blas-Rivera, Carlos	Carlos Blas	1-9-09
Flex	441	721	Office	Boults, George		
Flex	20638	711	Office	Bozin, Cynthia	Cynthia Bozin	1-19-09
Flex	20977	510	Nights	Brown, Melchi	Melchi Brown	1-5-09
Flex	477	565	Days	Bulock, Christina	Christina Bulow	1-14-09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	20560	530	Days	Bustamante, Pedro		
Flex	500	562	Days	Caballero, Alfonso	<i>Alfonso Caballero</i>	1-9-09
Flex	20771	510	Nights	Cabrera, Hector	<i>Hector Cabrera</i>	1/9/09
Flex	551	510	Days	Campos, Alfonso Jr	<i>Alfonso Campos Jr.</i>	1-18-09
Flex	558	530	Nights	Campos, Manuel	<i>Manuel Campos</i>	1-21-09
Flex	540	530	Days	Carbajal, Alejandro	<i>Alex C</i>	1-14-09
Flex	20823	530	Nights	Carreto, Donaciano	<i>Donaciano Carreto</i>	1-8-09
Flex	600	555	Days	Casas, Armando Jr	<i>Armando Casas</i>	
Flex	20881	815	Office	Castro, Alejandro		
Flex	615	535	Nights	Castro, Jose	<i>José Castro</i>	09-09-09
Flex	20759	818	Office	Caufield, Thomas		
Flex	869	560	Days	Cellar, Peter	<i>Peter Cellar</i>	1-12-09
Flex	875	560	Nights	Cesevicius, Jonas	<i>Jonas Cesevicius</i>	1-19-09
Flex	964	567	Days	Cheperka, Gennell	<i>Gennell Cheperka</i>	1/12/09
Flex	20468	711	Office	Christense, Sheldine	<i>Sheldine Christense</i>	1-21-09
Flex	985	520	Nights	Cisneros, Bernardo	<i>Bernardo Cisneros</i>	1-9-09
Flex	20825	510	Nights	Corona, Francisco	<i>Francisco Corona</i>	1-8-09
Flex	1300	568	Days	Cozza, Thomas		
Flex	925	510	Days	Czertowicz, Wieslaw		



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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	1377	530	Days	De La Torre, Jose	<i>Jose de la Torre</i>	01-08-09
Flex	20359	818	Office	Debortoli, Clara		
Flex	20795	535	Days	Despain, Dave	<i>Dave Despain</i>	1/14/09
Flex	1400	510	Nights	Diaz, Christian	<i>Christian Diaz</i>	1-13-09
Flex	20967	562	Nights	Diaz, Manuel	<i>Manuel Diaz</i>	01-8-9
Flex	20705	510	Nights	Diaz, Michael	<i>Michael Diaz</i>	1-13-09
Flex	1430	520	Nights	Diaz, Reynaldo	<i>Reynaldo Diaz</i>	1/8/09
Flex	1433	530	Nights	Dimalaluan, Arturo	<i>Arturo Dimalaluan</i>	1/12/09
Flex	1450	711	Office	Dominguez, Fernanda	<i>Fernanda Dominguez</i>	1/21/09
Flex	1463	550	Days	Doroteo, Engelberto	<i>Engelberto Doroteo</i>	
Flex	20836	520	Nights	Dub, Richard	<i>Richard Dub</i>	1/9/09
Flex	21002	510	Nights	Duran-Contreras, Damian	<i>Damian C. Duran</i>	
Flex	21075	535	Nights	Echavarrias, Anselmo	<i>Anselmo Echavarria</i>	1-14-09
Flex	1670	530	Days	Escamilla, Carlos		
Flex	1674	530	Nights	Escobedo Raul	<i>Raul Escobedo</i>	1-13-9
Flex	20657	530	Nights	Estrella, Juan	<i>Juan Fredo Estrella</i>	1-13-09
Flex	1704	520	Days	Fabela, Marcelino	<i>MARCELINO FABELA</i>	1-8-09
Flex	1747	510	Days	Fernandez, Bonifacio	<i>Bonifacio Fernandez</i>	1-9-09
Flex	21082	721	Office	Finnerty, Patrick	<i>Patrick Finnerty</i>	1/14/09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	1820	530	Days	Flores, Gabriel	Gabriel Flores	1-8-09
Flex	1830	520	Days	Flores, Jesus	Jesus Flores	1/8/09
Flex	1850	520	Days	Flores, Tiburcio	Tiburcio Flores	1/9/09
Flex	20938	711	Office	Forster, Nancy	Nancy Forster	1/21/09
Flex	1899	712	Office	Gajewski, Michael	Michael Gajewski	1-16-09
Flex	21123	550	Nights	Galeano, Arnulfo	Arnulfo Galeano	
Flex	20459	568	Days	Galvez, Francisca	Francisca Galvez	
Flex	20397	813	Office	Galvez, Sheyla M	Sheyla M Galvez	
Flex	20647	530	Days	Garcia, Alberto	Alberto Garcia	1/14/09
Flex	1875	555	Nights	Garcia, Jose	Jose Garcia	1-8-9
Flex	20535	562	Nights	Garcia, Maria T.*	Maria T Garcia	
Flex	1905	530	Days	Garcia, Santiago	Santiago Garcia	1-8-09
Flex	21036	520	Nights	Garcia, Lauro	Lauro Garcia	1-8-9
Flex	20654	565	Days	Georgelos, Paul	Paul Georgelos	1-22-09
Flex	20602	520	Days	Gerardo, Osvaldo	O. GERARDO	1-22-9
Flex	1925	511	Nights	Godinez, Isac	ISAC GODINEZ	1/19/09
Flex	1914	815	Office	Goncher, Dennis		
Flex	1617	560	Days	Gonzales, Rene	Rene Gonzales	1/12/09
Flex	20928	550	Days	Gonzalez, Alejandro	Alejandro Gonzalez	1-8-09



Flexible Division

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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	20090	566	Nights	Gonzalez, Anayely	Anayely Gonzalez	01/19/09
Flex	1580	590	Days	Gonzalez, Antonio		
Flex	1575	510	Nights	Gonzalez, Ariel	ariel	1/8/09
Flex	1570	560	Days	Gonzalez, Armando	Armando Gonzalez	1/14/09
Flex	1582	510	Nights	Gonzalez, Carlos	Carlos Gonzalez	1-8-09
Flex	20728	530	Days	Gonzalez, Norberto	Norberto Gonzalez	1-8-09
Flex	21023	520	Nights	Graham, Oran	Oran	1-9-09
Flex	1936	530	Days	Grzeca, Dale	Dale Grzeca	1-14-09
Flex	21081	712	Office	Guerrero, Claudia	Claudia Guerrero	1/16/09
Flex	1924	530	Nights	Guzik, Pawell		
Flex	1930	511	Days	Hansen, Wayne	Wayne Hansen	1-8-09
Flex	20706	535	Days	Heredia, Antonio	Antonio Heredia	1-19-09
Flex	20617	535	Days	Heredia, Ramon	Ramon Heredia	1-8-09
Flex	21128	510	Nights	Hernandez, Francisco	HERNANDEZ, FRANCISCO	1-8-09
Flex	20712	530	Nights	Hernandez Iban	IBAN Hernandez	1-12-09
Flex	2002	530	Days	Hernandez, Vicente	VICENTE HERNANDEZ	1/14/09
Flex	1953	530	Days	Hernandez, Jr. Angel	Angel Hernandez	1/8/09
Flex	2011	520	Days	Herrera, Ramon	RAMON HERRERA	1-8-09
Flex	20929	550	Days	Herrera, Salvador	Salvador Herrera	1-8-09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	20122	711	Days	Herzog, Peggy		
Flex	2030	590	Office	Hirst, James		
Flex	20882	565	Days	Hryhorasz, Natalia	N. Hryhorasz	01/12/09
Flex	2105	530	Days	Hurtado, Luis	Luis Hurtado	01/14/09
Flex	2130	535	Nights	Ibarra, Francisco	Francisco Ibarra	01/09/09
Flex	20845	520	Days	Ibarra, Leonardo	Leonardo Ibarra	01/09/09
Flex	20867	550	Nights	James, Willie	Willie James	1/09/09
Flex	20906	530	Nights	Jimenez, Luis	Luis Jimenez	1/14/09
Flex	20769	520	Nights	Jolly, John	John Jolly	1-8-09
Flex	3635	818	Office	Jordahl, Lori		
Flex	2225	520	Nights	Juarez, Bacilio	Bacilio Juarez	1-9-09
Flex	20339	560	Nights	Kazmierczak, Krzysztof	Krzysztof Kazmierczak	1-21-09
Flex	20572	565	Days	Kennedy, James	Jim Kennedy	1/22/09
Flex	2303	550	Office	Kim, Mi Young Cha		
Flex	2310	510	Days	King, Robert	Robert King	1/14/09
Flex	20898	555	Days	Kudo, Danel	Daniel Kudo	1-9-09
Flex	20326	535	Days	Lajdorf, Przemyslaw	Przemyslaw Lajdorf	1/12/09
Flex	2510	712	Office	Lawrence, Gary	Gary Lawrence	1/14/09
Flex	20983	550	Nights	Lechuga, Bacilio	Bacilio Lechuga	1-15-09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	2610	555	Days	Lepe, Jose	Jose Luis Lepe	1/8/09
Flex	2635	530	Days	Lepe, Rogelio	ROGELIO LEPE	01-08-09
Flex	11042	566	Days	Lezama, Maria	Maria Lezama	1-9-09
Flex	20994	815	Office	Li Shunhai		
Flex	21139	530	Nights	Llopiz, Javier	Llopiz, Javier	1-12-09
Flex	2750	565	Days	Lobo, Leticia	Leticia Lobo	
Flex	2763	555	Nights	Lockett, Wayne	Wayne Lockett	1-15-09
Flex	20353	535	Days	Lopez, Agustin	Agustin Lopez	01-08-09
Flex	2835	510	Nights	Lopez, Alberto	Alberto Lopez	04/08/09
Flex	2878	567	Days	Lopez, Gerardo	Gerardo Lopez	01/14/09
Flex	2885	510	Days	Lopez, Isaias	Isaias Lopez	01-09-09
Flex	20865	510	Nights	Lopez, Ricardo	Ricardo Lopez	
Flex	2950	535	Days	Lovett, Michael	Michael Lovett	1-12-09
Flex	20781	510	Nights	Macias, Celino	Celino Macias	01/08/09
Flex	2975	540	Days	Madrigal, Antonio	Antonio Madrigal	1-8-09
Flex	3008	510	Nights	Mahal, Tej	Tej Mahal	1-14-09
Flex	3006	721	Office	Mahr, John		
Flex	3028	560	Days	Mangat, Kanwaljit		
Flex	3033	723	Office	Maniola, Mary		



Flexible Division

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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	3064	562	Nights	Martinez, Humberto	<i>Humberto Martinez</i>	1/8/09
Flex	3084	562	Days	Martinez, Miguel	<i>Miguel Martinez</i>	1/18/09
Flex	20500	566	Days	Mc Gee, Kevin	<i>K. Mc Gee</i>	1-9-09
Flex	20467	711	Office	MC Nutt, Shirley		
Flex	3170	590	Days	Mendez, Benjamin	<i>Benjamin Mendez</i>	1/8/09
Flex	3174	550	Days	Mendez, Jesus	<i>Jesus Mendez</i>	1/8/09
Flex	3180	511	Days	Mendoza, Esau	<i>Esau Mendoza</i>	1/14/09
Flex	3192	511	Nights	Mendoza, Mario	<i>Mario Mendoza</i>	01/14/09
Flex	21035	550	Days	Mendoza, Sherryl		
Flex	3325	723	Office	Mento, Debra		
Flex	20414	721	Office	Miller, Michael		
Flex	3500	565	Days	Mohiuddin, Azam	<i>Azam Mohiuddin</i>	1-12-09
Flex	3022	510	Days	Mondragon, Guillermo	<i>G. Mondragon</i>	1-12-08
Flex	3405	511	Days	Montenegro, Paul	<i>Paul Montenegro</i>	1-8-09
Flex	3408	511	Days	Montoya, Leobardo	<i>Leobardo Montoya</i>	1-8-09
Flex	3414	530	Nights	Morales, Francisco	<i>Francisco Morales</i>	1-12-08
Flex	3413	510	Days	Morales, Jose	<i>Jose Morales</i>	01-09-09
Flex	20840	530	Days	Morales, Rafael	<i>Rafael Morales</i>	01/12/09
Flex	3415	510	Days	Moran, Jose	<i>Jose Moran</i>	1-9-09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	3421	510	Days	Moran, Jose D	<i>Jose D. Moran</i>	01-08-07
Flex	20858	510	Days	Morillo, Segundo V.	<i>Segundo V. Morillo</i>	01-08-07
Flex	3561	565	Nights	Muthalaly, Alexander	<i>Alexander Muthalaly</i>	01-08-07
Flex	3551	562	Nights	Napolez, Miguel	<i>Miguel Napolez</i>	1-8-09
Flex	20948	530	Days	Nevarez, Samuel	<i>Samuel Nevarez</i>	1-21-08
Flex	3560	560	Days	Nichols, Richard	<i>Richard Nichols</i>	1-14-09
Flex	20824	510	Nights	Nunez, Oscar	<i>Oscar Nunez</i>	
Flex	3573	565	Days	Ocon, Lucia	<i>Lucia Ocon</i>	
Flex	3569	530	Days	Ocon, Oscar	<i>Oscar Ocon</i>	1/14/09
Flex	3581	535	Nights	Orozco, Juan	<i>Juan D. Orozco</i>	1/13/09
Flex	3604	721	Office	Pacyniak, Eric	<i>Eric Pacyniak</i>	1/14/09
Flex	3610	555	Days	Pahua, Jose	<i>JOSE G PAHUA</i>	1-8-09
Flex	3613	560	Days	Pala, Jan	<i>Jan Pala</i>	1/14/09
Flex	3612	530	Nights	Palacios, Guillermo	<i>Guillermo Palacios</i>	1-9-09
Flex	3630	555	Days	Patel, Jitendrakumar	<i>J. Patel</i>	1-08-09
Flex	20767	535	Days	Patel, Paresh	<i>Paresh Patel</i>	1-8-9
Flex	21126	566	Days	Patel, Renu	<i>Renu Patel</i>	01-08-09
Flex	3650	520	Days	Pelayo, Jose L	<i>Jose L Pelayo</i>	1-8-09
Flex	3656	510	Days	Pelayo, Ruben	<i>Ruben Pelayo</i>	1-8-09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	3670	530	Days	Pena, Conrado	CONRADO PEÑA	1-8-09
Flex	20866	530	Days	Pena, Fernando	Fernando Pena	1/12/09
Flex	3677	818	Office	Pepsnik, Kathleen		
Flex	20484	555	Nights	Perez, Fernando	Fernando Perez	
Flex	3707	555	Days	Perez, Manuel	Manuel Perez	
Flex	3710	530	Days	Perez, Nolberto	Nolberto Perez	1-14-09
Flex	3712	520	Nights	Perez, Raudel	RAUDEL-PEREZ	1-15-09
Flex	3713	530	Nights	Perez, Raudel Jr.	Raudel Perez Jr.	1-15-09
Flex	3730	510	Days	Peterson, Cass M	Cass Peterson	1-8-09
Flex	21121	563	Days	Pfortmiller, Mark	Mark Pfortmiller	1/9/09
Flex	1405	711	Office	Pope, Kathleen	Kathleen Pope	1/19/09
Flex	3760	721	Office	Prescott, James	James Prescott	
Flex	20723	530	Nights	Preston, Alonzo	Alonzo Preston	1/7/09
Flex	20333	535	Days	Proa, Jose	JOSE L PROA	1/12/09
Flex	3771	510	Nights	Ramirez, Armando	Armando Ramirez	1/13/09
Flex	20818	520	Days	Ramirez, Hector	Hector Ramirez	1-9-09
Flex	3779	510	Days	Ramirez, Juan	Juan Ramirez	1-12-09
Flex	20464	550	Days	Reyes, Cleofas	Cleofas Reyes	
Flex	21012	510	Days	Reyes, Rogelio	Rogelio Reyes	1-8-09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	3825	818	Office	Rickey, Dale		
Flex	3850	814	Office	Rieder, Tom		
Flex	21138	530	Nights	Rivera, Leopoldo	Leopoldo Rivera	01-14-09
Flex	20614	711	Office	Robertson, Lilia	Lilia	1/19/09
Flex	20755	520	Days	Rodriguez, Alexis	Alexis Rodriguez	01/14/09
Flex	21120	511	Nights Days	Rodriguez, Angel	angel rodriguez	
Flex	3879	530	Nights	Rodriguez, Fernando	FERNANDO RODRIGUEZ	
Flex	20615	590	Days	Rodriguez Joe A.		
Flex	20809	520	Days	Rodriguez, Jorge	Rodriguez Jorge	1/8/9
Flex	20979	550	Nights	Rodriguez, Juan	Juan	1-8-09
Flex	3875	560	Days	Rodriguez, Marc	MARC RODRIGUEZ	1-21-09
Flex	21140	530	Nights	Rojas, Alberto	Alberto Rojas	1-15-09
Flex	20848	535	Nights	Roski, Ronald	Ronald Roski	1/4/09
Flex	20707	520	Nights	Ruiz, Juan	Juan Ruiz	1-8-09
Flex	3971	510	Days	Ruiz, Octavio	Octavio Ruiz	
Flex	3950	812	Office	Ruppert, James		
Flex	20946	565	Days	Sada, Sandra	Sandra Sada	1/14/09
Flex	3988	535	Days	Saisnith, Sang	Sang Saisnith	1-20-09
Flex	4002	520	Nights	Salazar, Jose	Jose Salazar	1/07/09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	20553	530	Nights	Salazar, Jose M	<i>Jose M Salazar</i>	1-12-09
Flex	4010	520	Days	Salvarrey, Enrique	<i>Enrique Salvarrey</i>	1/14/09
Flex	21119	712	Days	Sam, Quoc	<i>Quoc Sam</i>	1/14/09
Flex	3990	555	Days	Samayoa, Alexander		
Flex	4039	510	Days	Sanchez, Martin	<i>Martin Sanchez</i>	1/8/9
Flex	4060	560	Nights	Sanchez, Roberto	<i>Roberto Sanchez</i>	1/21/9
Flex	20689	562	Days	Sanchez, Rosa	<i>Rosa Sanchez</i>	
Flex	20908	550	Nights	Sanchez, William	<i>William Sanchez</i>	1-8-09
Flex	4105	819	Office	Sanfilippo, James		
Flex	4100	819	Office	Sanfilippo, Jasper		
Flex	10019	100100	Office	Sanfilipo, John		
Flex	21016	819	Office	Sanfilippo, Jasper Jr		
Flex	4115	510	Days	Santana, Jose	<i>Jose Santana</i>	1-8-9
Flex	4123	530	Days	Santiago, Gerardo	<i>Gerardo M. Santiago</i>	1-08-09
Flex	4148	566	Days	Saucedo, Jaime	<i>Jaime Saucedo</i>	1/8/09
Flex	20364	818	Office	Saucedo, Maria	<i>Maria Saucedo</i>	1-8-09
Flex	21029	530	Nights	Saucedo, Rene	<i>Rene Saucedo</i>	1/11/09
Flex	21007	721	Office	Schultz, Theresa	<i>Theresa Schultz</i>	1/14/09
Flex	4156	530	Nights	Schwarz, Mark	<i>Mark Schwarz</i>	1-12-9



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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	20713	711	Office	Seeck Jeffrey	<i>Jeffrey Seeck</i>	1-21-09
Flex	4185	520	Days	Serrato, Jesus A	<i>JESUS A SERRATO</i>	1-12-08
Flex	20838	815	Office	Sheehan, Dennis		
Flex	4250	721	Office	Sinitean, John		
Flex	4165	565	Office	Skaggs, Jeanne		
Flex	20980	510	Days	Smith, Jerry	<i>Jerry Smith</i>	1-8-09
Flex	4325	711	Office	Smith, Pamela		
Flex	21005	550	Days	Solis, Carlos	<i>Carlos Solis</i>	1-21-09
Flex	10022	565	Days	Soria, Francisco		
Flex	20962	520	Nights	Sosa, Rafael	<i>Rafael Sosa</i>	
Flex	4275	520	Days	Soto, Aaron	<i>Aaron Soto</i>	
Flex	20396	814	Office	Soulaka, Hanan		
Flex	4315	565	Days	Speer, Roy	<i>Roy Speer</i>	1-9-09
Flex	4350	814	Office	Sullivan, Karen		
Flex	4370	813	Office	Szrajer, Angela		
Flex	20878	510	Nights	Tamez, Guillermo	<i>Guillermo Tamez</i>	1-9-09
Flex	21022	813	Office	Tanielian, Rosa		
Flex	20430	530	Days	Tejada, Ceferino	<i>Ceferino Tejada</i>	
Flex	20590	555	Days	Tello, Elder	<i>Elder Tello</i>	1-8-09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Flex	20857	520	Nights	Tercero, Jorge	Jorge Tercero	
Flex	20521	520	Days	Thurman, Lamar	Lamar Thurman	1/14/09
Flex	4488	712	Office	Tinerella, Jefferey	Jefferey Tinerella	1/14/09
Flex	4505	520	Days	Torres, Angel	Angel Torres	
Flex	20761	530	Days	Torres, Jesus	Jesus Torres	1-8-09
Flex	20945	535	Days	Torres, Jose	Jose A. Torres	1-8-09
Flex	21021	520	Days	Torres, Jose A	Jose A. Torres	1-8-09
Flex	4523	712	Office	Trollen, James		
Flex	20351	560	Nights	Trot, Sergey	Sergey Trot	1-8-09
Flex	20849	520	Nights	Uribe, Ramon	Ramon Uribe	9/8/09
Flex	4570	520	Nights	Uribe, Silverio	Silverio Uribe	1-8-09
Flex	4606	560	Days	Vaisvila, Susan	Susan Vaisvila	1/12/09
Flex	1901	565	Office	Valintis, Bianca	Bianca Valintis	1/14/09
Flex	4617	550	Days	Valle, Jose	Jose Carlos Valle	1/21/09
Flex	4613	510	Days	Valle-Acosta, Artemio	Artemio Valle	1-8-09
Flex	20992	510	Days	Vasquez, Claudia	Claudia Vasquez	Jan 8/09
Flex	20791	520	Nights	Vega, Gonzalo	Gonzalo Vega	1-8-09
Flex	20684	818	Office	Veldman, Bruce		
Flex	21116	530	Nights	Villegas, Esteban	Esteban Villegas	1/14/09



Company Safety Rules

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Forming Films Division

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Division	ID	Dept. #	Shift	Name	Signature	Date
Forming	20423	3535	Days	Avila, Benjamin	<i>Ben</i>	1-14-09
Forming	20592	3535	Day Nights	Benitez, Juan	<i>JUAN Benitez</i>	1-16-09
Forming	20593	3535	Nights	Cabral, Reynaldo	<i>Reynaldo Cabral</i>	1-9-09
Forming	20963	3535	Nights	Delgado, Alvarez Trinidad	<i>Trinidad Delgado</i>	1-12-09
Forming	20959	3555	Days	Duran, Albino	<i>Albino Garcia</i>	
Forming	1753	3516	Office	Fink, Bonnie		
Forming	20385	3536	Days	Fitak, Vasily	<i>Vasily Fitak</i>	
Forming	1854	3516	Office	Forowycz, Roman		
Forming	20421	3711	Days	Lindgren, Ellen	<i>Ellen Lindgren</i>	
Forming	2960	3530	Days	Macias, Jose	<i>Jose Macias</i>	1-9-09
Forming	20987	3530	Days	Martinez-Aponte, Manuel	<i>Manuel Martinez-Aponte</i>	1-8-09
Forming	20582	35900	Office	Montefusco, Pat		
Forming	3555	3536	Day Nights	Nesesyuk, Aleksandr	<i>Aleksandr Nesesyuk</i>	1-8-09
Forming	3755	3536	Days	Popovich, Igor	<i>Igor Popovich</i>	1-8-09
Forming	20653	3535N	Nights	Sanchez, David	<i>David Sanchez</i>	1-08-09
Forming	20623	3535	Days	Sanchez, Victor	<i>Victor Sanchez</i>	1-19-09
Forming	20624	3535	Days	Torres, Hugo	<i>Hugo Torres</i>	1-8-09
Forming	20625	3535	Days	Torres, Jorge		
Forming	20661	3535	Nights	Vargas, Joan	<i>Joan Vargas</i>	1-12-09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Forming	20698	3535	Nights	Villalobos, Martin	<i>Martin Villalobos</i>	



Thermoforming Division

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Division	ID	Dept. #	Shift	Name	Signature	Date
Thermo	21045	200020	B	Aguila, Maria	Maria Aguila	
Thermo	20157	200045	B	Alferez, Jose	Jose A. Alferez	1-22-09
Thermo	20305	200045	A	Alferez, Marco	Marco Alferez	1-12-09
Thermo	20670	200020	C	Almazan Gloria	Almazan Gloria	1-12-09
Thermo	21014	200020	D	Aponte, Aurelia	Aurelia Aponte	1-14-09
Thermo	20667	200020	A	Alvarez, Rudy	Rudy ALVAREZ	1-12-09
Thermo	21118	200020	D	An, Aejon	Aejon An	1-14-09
Thermo	20374	200040	E	Anguiano, Hugo	Hugo Anguiano	1-16-09
Thermo	21079	200050	D	Aranda, Ruben	Ruben Aranda	1-12-09
★ Thermo	20891	200020	D	Arroyo, Jennifer	Jennifer Arroyo	
Thermo	20529	200055	B	Barajas, Ylida*	Ylida Barajas	01-21-09
Thermo	20213	200020	A	Barrera, Alicia	Alicia Barrera	01-19-09
Thermo	20679	200070	B	Barrientos, Aura M	Aura Barrientos	
Thermo	21099	200055	B	Baugher, Hilda	Hilda Baugher	1/31/09
Thermo	20422	200020	A	Becerra, Marcela	Marcela Becerra	1-19-09
Thermo	21052	200055	Thermo Office	Beezley, Carol		
Thermo	21053	200100	Thermo Office	Beezley, Randy		
Thermo	20674	200020	D	Bernal, Elda	Elda Bernal	1-19-09
Thermo	20873	200045	A	Bernal, Miguel	Miguel Bernal	1-19-09



Thermoforming Division

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Division	ID	Dept. #	Shift	Name	Signature	Date
Thermo	20788	200010	A	Blanco, Rogelio	Rogelio Blanco	01-19-09
Thermo	20209	200070	A	Bragg, Alvin	Alvin Bragg	1-19-09
Thermo	20111	200045	B	Burak, Mike	Mike Burak	1-22-09
Thermo	20277	200050	A	Caballero, Arturo	Arturo Caballero	1/19/09
Thermo	21144	200020	C	Caballero, Donna	Donna L Caballero	1-12-09
Thermo	21145	200020	C	Candelaria, Daisy	Daisy Candelaria	01-12-09
Thermo	20727	200020	C	Cannela, Gabriel	Gabriel Cannela	01/12/09
Thermo	20918	200020	C	Cano, Alma	Alma Cano	1-12-09
Thermo	20214	200050	E	Carmona, Jose	Jose Carmona	1-22-09
Thermo	20173	200010	B	Carmona, Margarito	Margarito Carmona	
Thermo	20748	200070	C	Casiano, Miguel	MIGUEL A. CASIANO	1-12-09
Thermo	21087	200020	A	Casiano, Israel	Israel C. Martell	1-19-09
Thermo	21044	200020	C	Castillo, Gilbert	Gilbert Castillo	1-12-09
Thermo	20387	200060	A	Chapman, Scott A	Scott A Chapman	1-19-09
Thermo	21073	200020	B	Chavez, Luz Maria	Luz Maria Chavez	
Thermo	20819	200020	C	Chavez, Melissa	Melissa Chavez	01-12-09
Thermo	20632	200020	A	Contreras, Maria	Maria Contreras	1/19/09
Thermo	20172	200060	Thermo Office	Curtis, Brodie	Brodie Curtis	
Thermo	20321	200050	B	Czaja, Jeff	JEFF CZAJA	1/21/09



Thermoforming Division

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Division	ID	Dept. #	Shift	Name	Signature	Date
Thermo	20178	200100	Thermo Office	D'Andrea, Carol		
Thermo	20349	200045	A	Davis, Larry D	<i>Larry D Davis</i>	1/19/09
Thermo	20997	200020	D	Delgado, Cruz	<i>Cruz Delgado</i>	1-14-09
Thermo	11065	200020	A	Delgado, Rodrigo	<i>Rodrigo Delgado</i>	1-14-09
Thermo	21038	200045	E	Denda, Milan	<i>Milan Denda</i>	1-16-09
★ Thermo	20863	200020	B	Diaz, Daniel		
Thermo	20766	200020	A	Diaz, Elizabeth	<i>Elizabeth Diaz</i>	1-19-09
Thermo	20313	200020	E	Diaz, Lorenzo	<i>Lorenzo DIAZ</i>	1-16-09
Thermo	20162	200100	Thermo Office	Drozek, Mike		
Thermo	21057	200070	D	Echols, Arael	<i>Arael Echols</i>	1-21-09
Thermo	20965	200020	B	Elizondo, Laura	<i>Laura Elizondo</i>	1-21-09
Thermo	21137	200045	B	Espinosa, Antonio	<i>Antonio Espinosa</i>	1-21-09
Thermo	1713	200100	Thermo Office	Farrell, Margarita	<i>Margarita Farrell</i>	1-16-09
Thermo	20311	200020	A	Favela, Maria	<i>Maria Favela</i>	
Thermo	20972	200020	C	Felix, Sonia	<i>Sonia Felix</i>	1-15-09
Thermo	20288	200040	E	Filimonovic, Milan	<i>M. Filimonovic</i>	1-16-09
Thermo	20315	200070	C	Fitts, Kevin	<i>Kevin Fitts</i>	
Thermo	20451	200055	E	Galban, Mariana	<i>Mariana Galban</i>	1-16-09
Thermo	20742	200020	D	Galindo, Emilsy	<i>Emilsy Galindo</i>	1-12-09



Thermoforming Division

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Division	ID	Dept. #	Shift	Name	Signature	Date
Thermo	20444	200020	C	Garcia, Juan	<i>[Signature]</i>	1-12-09
Thermo	21010	200040	E	Gnatyuk, Michael		
Thermo	21147	200045	E	Goldberg, Dan	<i>[Signature]</i>	1-18-09
Thermo	20116	200040	Thermo Office	Golota, George		
Thermo	20538	200020	B	Gomez, Maria Del C.*	<i>[Signature]</i>	01-16-09
Thermo	20776	200020	D	Gonzalez, Jose M	<i>[Signature]</i>	1-14-09
Thermo	20894	200020	C	Gonzalez, Melissa	<i>[Signature]</i>	1-12-09
Thermo	21103	200010	A	Gonzalez, Raul	<i>[Signature]</i>	1-19-09
Thermo	20890	200020	B	Gonzalez, Siomara	<i>[Signature]</i>	
Thermo	20417	200075	A	Guerrero, Francisco	<i>[Signature]</i>	
Thermo	20282	200020	D	Guillermo, Maria	<i>[Signature]</i>	1-14-09 ✓
Thermo	11056	200020	A	Gutierrez, Salomon	<i>[Signature]</i>	1/19/09
Thermo	11053	200045	B	Gutierrez, Jorge	<i>[Signature]</i>	01/16/09
Thermo	21056	200020	A	Gutierrez, Vanessa	<i>[Signature]</i>	01/19/09
Thermo	21033	200020	C	Guzman, Jose T	<i>[Signature]</i>	1-12-09
Thermo	20286	200020	A	Hamilton, Evette	<i>[Signature]</i>	1-19-09
Thermo	20581	200070	A	Henderson, Kenneth	<i>[Signature]</i>	1-19-09
Thermo	21114	200010	D	Hernandez, Daniel	<i>[Signature]</i>	1/14/09
Thermo	20416	200010	B	Hernandez, Elias	<i>[Signature]</i>	



Thermoforming Division

Company Safety Rules

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Flexible Film Extrusion, Printing and Laminating • Rigid Rollstock • Sheet Extrusion and Thermoforming

Division	ID	Dept. #	Shift	Name	Signature	Date
Thermo	20197	200040	E	Hernandez, Hermilo	<i>Hermilo Hernandez</i>	01/16/09
Thermo	20301	200010	B	Herrera, Gustavo	<i>Gustavo Herrera</i>	1/21/09
Thermo	20271	200010	A	Herrera, Manuel	<i>Manuel Herrera</i>	1-19-09
Thermo	21064	200055	C	Herrera, Natividad	<i>Natividad Herrera</i>	1/12/09
Thermo	20709	200070	D	Herrera, Raul	<i>Raul Herrera</i>	1/19/09
Thermo	20494	200020	D	Hurtado, Maria	<i>Maria J. Hurtado</i>	1-14-09
Thermo	21115	200020	D	Im, Chung	<i>Chung Im</i>	1-14-09
Thermo	20978	200075	C	Jimenez, Ricardo	<i>Ricardo Jimenez</i>	01/12/09
Thermo	21040	200020	D	Kraprayoon, Arada	<i>Arada Kraprayoon</i>	01/14/09
Thermo	21015	200100	Thermo Office	Kumar, Himanshu		
Thermo	20357	200100	Thermo Office	LaFaver, Ann Marie		
Thermo	20218	200020	C	Landa, Guildarda	<i>Guildarda Landa</i>	1/12/09
Thermo	21032	200020	C	Landa, Leticia	<i>Leticia Landa</i>	1/12/09
Thermo	20789	200100	Thermo Office	Lauraitis, Barbara		
Thermo	20735	200100	Thermo Office	Lech, Berverly		
Thermo	20268	200020	B	Lepe, Blanca	<i>Blanca Lepe</i>	1-21-09
Thermo	20777	200010	C	Liendo, Felix	<i>Felix Liendo</i>	01/12/09
Thermo	20637	200010	C	Linares, Jose	<i>Jose Linares</i>	1/12/09
Thermo	20388	200055	Thermo Office	Lloyd, Deborah	<i>Deborah Lloyd</i>	1/14/09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Thermo	20269	200020	C	Lockett, Darlene	<i>Darlene Lockett</i>	1/12/09
Thermo	21149	200020	C	Lopez, Joel	<i>Joel Lopez</i>	
Thermo	20536	200020	D	Lopez, Rocio*	<i>Rocio Lopez</i>	01-13-09
Thermo	20408	200070	B	Lucena, Anthony	<i>Anthony Lucena</i>	1-21-09
Thermo	20868	200020	A	Luis, Carlos	<i>Carlos Luis</i>	
Thermo	20819	200010	A	Mancila, Cirillo	<i>Cirillo Mancila</i>	
Thermo	20194	200100	Thermo Office	Maniak, Maria		
Thermo	20734	200020	C	Marquez, Juan Pablo	<i>Juan Marquez</i>	1-12-9
Thermo	20569	200020	B	Martinez, Delores	<i>Delores Martinez</i>	
Thermo	20628	200070	E	Martinez, Roberto	<i>Roberto Martinez</i>	1-12-09
Thermo	20182	200040	E	Martsenyuk, Ruslan	<i>R. Martsenyuk</i>	1.18.09
Thermo	20665	200070	C	Mason, Lindsay	<i>Lindsay Mason</i>	1-12-9
Thermo	21112	200010	B	Mata, Armando	<i>Armando Mata</i>	1/21/09
Thermo	20743	200050	A	Matson, Dale	<i>Dale Matson</i>	1-19
Thermo	21107	200060	D	Mckay, David	<i>David McKay</i>	1/12/09
Thermo	20123	200010	B	Mendoza, Reynaldo	<i>Reynaldo Mendoza</i>	
Thermo	20278	200050	C	Montoya, Marcelo Q	<i>Marcelo Montoya</i>	1/12/09
Thermo	20453	200020	A	Mora, Juana	<i>Juana Mora</i>	01-19-09
Thermo	20205	200010	C	Morales, Louis	<i>Louis Morales</i>	1-22-09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Thermo	20911	200055	B	Morales, Maria	Maria Morales	01/21/09
Thermo	20477	200010	B	Morales, Pablo		
Thermo	20889	200020	A	Morales, Veronica	Veronica Morales	01/19/08
Thermo	20236	200010	A	Moreno, Abacu	Abacu Moreno	
Thermo	20220	200055	E	Moreno, Miriam	Miriam Moreno	1-14-09
Thermo	2996	200020	D	Morgan, Cheryl	Cheryl Morgan	1-14-08
Thermo	20264	200100	Thermo Office	Negrete, Mary		
Thermo	20391	200040	E	Netsov, Stoycho	Stoycho Netsov	01/16/09
Thermo	20989	200050	D	Nicholson, Bryan	Bryan Nicholson	1-14-08
Thermo	21055	200020	A	Nieves, Maribell	Maribell Nieves	1-19-08
Thermo	21008	200070	E	Nieves, Oscar	Oscar Nieves	1-15-09
Thermo	20737	200020	D	Noriega, Gladys	Gladys Noriega	1-14-09
Thermo	20701	200020	D	Noriega, Leonel	Leonel Noriega	
Thermo	21074	200020	B	Noyola, Veronica	Veronica Noyola	
Thermo	20678	200020	B	O valle, Patricia	Patricia O valle	1-21-09
Thermo	20400	200075	B	Okulik, Konstantin	Konstantin Okulik	1-21-2009
Thermo	20142	200020	C	Ortiz, Emilia	Emilia Ortiz	1-12-09
Thermo	21086	200020	D	Ortiz, Juan Jose	Juan J ORTIZ	1-14-09
Thermo	20794	200020	A	Ortiz, Roberto	Forgot to sign	1/19/09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Thermo	20534	200020	A	Oviedo, Ana*	Ana Oviedo	1-19-09
Thermo	20323	200100	Thermo Office	Palmer, Michael		
Thermo	20438	200020	A	Partida, Raquel	Raquel Partida	1-19-09
Thermo	20693	200050	B	Patel, Ishwar	Ishwar Patel	1-21-09
Thermo	21136	200045	A	Pedroza, Walter	Walter Pedroza	1-19-09
Thermo	20200	200010	A	Perez, Javier	Javier Perez	1-19-09
Thermo	20281	200070	E	Pet, Eric	ERIC PET	
Thermo	21143	200020	B	Picazo, Javier	Javier Picazo	1-20-09
Thermo	21125	200045	B	Piper, Jody	Jody Piper	1/16/09
Thermo	21113	200070	E	Posley, Lemuel	Lemuel Posley	1/16/09
Thermo	20551	200020	C	Ramirez, Rodolfo	Rodolfo Ramirez	1/12/09
Thermo	20204	200020	B	Ramos, Octavio	Octavio Ramos	1/21/09
Thermo	20466	200020	A	Raya, Isela*	Isela Raya	
Thermo	20990	200010	C	Raygoza, Javier	Javier Raygoza	1-14-09
Thermo	20940	200010	C	Raygoza, Inocencio	Inocencio Raygoza	1-12-09
Thermo	11054	200020	D	Rebollar, Jesus	Rebollar Jesus	
Thermo	20314	200020	B	Rios, Maria	MARIA RIOS	
Thermo	21096	200010	D	Rios, Felix	Felix Rios	1-14-09
Thermo	21034	200020	D	Rivera, Alfredo	Alfredo Rivera	



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Division	ID	Dept. #	Shift	Name	Signature	Date
Thermo	21017	200020	C	Rivera, Marlyn	<i>Marlyn Rivera</i>	1/12/09
★ Thermo	21077	200045	E	Rodriguez, Arturo		
Thermo	20558	200020	C	Rodriguez, Ernesto	<i>Er</i>	
Thermo	21109	200045	C	Rodriguez, Juan	<i>[Signature]</i>	01/12/09
Thermo	20248	200060	C	Rodriguez, Rogelio	<i>Rogelio</i>	1/12/09
★ Thermo	20951	200010	B	Rojas, Flavio		
Thermo	20921	200020	A	Roldan, Alma	<i>Alma Delia Roldan</i>	1/19/09
★ Thermo	21142	200070	A	Romero, Cesar		
★ Thermo	21088	200020	C	Rosas, Onis		
Thermo	20404	200020	B	Ruiz, Maria	<i>Long to Sign</i>	1/8/09
Thermo	11043	200020	A	Salas, Gregoria	<i>Gregoria Salas</i>	1-19-09
Thermo	21041	200055	A	Saldierna, Marcela	<i>Marcela Saldierna</i>	1-19-09
Thermo	20892	200020	D	Salgado, Carmela	<i>Carmela Salgado</i>	
Thermo	20428	200020	A	Salgado, Joaquin	<i>Joaquin Salgado</i>	1-19-09
Thermo	20952	200010	C	Salgado, Santos	<i>Santos Salgado</i>	1/12/09
★ Thermo	20607	200045	A	Salinas Rodrigo-Baust		
Thermo	21042	200020	A	Sanchez, Eric	<i>[Signature]</i>	1/19/09
Thermo	21046	200020	B	Sandoval, Gabriel	<i>GABRIEL S</i>	
Thermo	21141	200020	C	Santiago, Eduardo	<i>Eduardo Santiago</i>	1/12/09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Thermo	20212	200070	E	Santiago, Luis	Luis Santiago	1/22/09
Thermo	21025	200020	B	Santoyo, Alejandro	Alejandro Santoyo	1-21-09
Thermo	21104	200020	B	Saucedo, Flavio	Flavio Saucedo	
★ Thermo	21054	200020	D	Schaffer, Jason		
Thermo	10035	2E+07	Thermo Office	Schoenfeldt, Susan		
Thermo	20595	200100	Thermo Office	Schullo, Joyce		
★ Thermo	20131	200040	E	Sendor, Stanislaw		
Thermo	20490	200020	B	Servellon, Ana Maria	ANA SERVELLON	
Thermo	20217	200020	B	Sierra, Dora	DORA SIERRA	
Thermo	20238	200020	B	Solis, Maria	Maria Solis	
Thermo	20912	200020	A	Soto, Jorge	Jorge Soto	01/19/09
★ Thermo	20375	200010	D	Soto, Jr., Johnny		
Thermo	20568	200020	D	Soto, Norma	NORMA SOTO	1/14/09
Thermo	20108	200050	C	Sysun, Yaroslav	Yaroslav Sysun	1-16-09
Thermo	20187	200050	E	Szeszycki, Russell	Russell Szeszycki	1/09/09
Thermo	21022	200100	Thermo Office	Tam, Alexander		
Thermo	21058	200020	D	Theccanat, Mathew	Mathew Theccanat	1/14/09
Thermo	20110	200045	E	Tizyo, Lyubomir	Lyubomir Tizyo	01/16/09
Thermo	20973	200055	C	Torres, Iris	Iris Torres	01/12/09



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Division	ID	Dept. #	Shift	Name	Signature	Date
Thermo	20497	200020	A	Torres, Micaela*	Micaela Torres	1-19-09
Thermo	21095	200075	D	Valdivia, Hugo	Hugo Valdivia	JAN, 14 09
Thermo	20719	200020	B	Vargas, Juan	Juan Varga	01-21-09
Thermo	20318	200100	Thermo Office	Varoni, Cathleen		
Thermo	21102	200020	A	Vasquez, Arturo	Arturo Vasquez	1/19/09
Thermo	20629	200020	D	Vasquez, Carlos	Tem	
Thermo	20639	200020	D	Velasquez, Roberto	Roberto Velasquez	1/14/09
Thermo	21122	200050	E	Vertucci, Dominic	Dominic Vertucci	1-12-09
Thermo	20192	200010	D	Villanueva, Lorenzo	L. Villanueva	1-14-09
Thermo	20235	200040	Thermo Office	Voityna, Andrei		
Thermo	20532	200070	B	Washington, Darnell	Darnell Washington	1-21-09
Thermo	20307	200070	A	Williams, Julius	Julius Williams	
Thermo	33333	200100	Thermo Office	Young, Thomas		
Thermo	20405	200020	C	Zarco, AnaMaria	Anamaria Zarco	1-12-09
Thermo	20648	200100	Thermo Office	Zohrer, David		



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TRAINING SIGN-OFF SHEET

Location: Training Center 1900 Pratt Blvd Elk Grove Village IL, 60007	Trainer: Thomas E. Cozza	Training: Safety Guidelines
Shift:	Hour of Training: 1.5 Hr	Date: May 2006

Print Name	Signature	Dept.	Date
Javier Nietes		Flex-510	
Rafael Mercado	<i>Rafael Mercado</i>	Flex-555	
Jose Mendoza	<i>Jose Mendoza</i>	Flex-511	5-2-06
Patricia Ovalle	<i>Patricia Ovalle</i>	Thermo 200020	5-2-06
Rudy Alvarez		Thermo	
Conception Enriques		Thermo	
Jose L Ploa	<i>Jose L Ploa</i>	Fork Lift Training 535 Extrusion	5-8-06
<i>Arribas</i>	<i>Arribas</i>	" 535 " Extrusion	5-8-06
FRANCISCO IBARRA	<i>Francisco Ibarra</i>	" 535 " Extrusion	5-9-06
José Garcia castro	<i>Jose Garcia</i>	" 535 " Extrusion	5-9-06
Javier Nietes		Flex Pres	5-9-06
Christopher Johnson		Flex 530	5-9-06
Vincent Vendegna	<i>Vincent J Vendegna</i>	Thermo 200070	5-9-06
Mercedes Canals		Thermo 200020	5-9-06
Ara Marina Barrientos		Thermo 200020	5-9-06
IGUEL MADRIGAL	<i>Miguel Madrignol</i>	QC	5-9-06



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TRAINING SIGN- OFF SHEET

Location: Training Center 1900 Pratt Blvd Elk Grove Village IL, 60007	Trainer: Tom E. Cozza	Training: Safety Training
Shift:	Hour of Training:	Date: September 2006

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TRAINING SIGN- OFF SHEET

Location: Training Center 1900 Pratt Blvd Elk Grove Village IL, 60007	Trainer: Tom E. Cozza	Training: Safety Training
Shift:	Hour of Training:	Date: June 2006

Print Name	Signature	Dept.	Date
Leroy Graves Jr	Leroy Graves Jr		6-13-06
Aracelia Alferez	Aracelia Alferez		6-13-06
José Alvarez Jr	José Alvarez		6-13-06
José Alvarez	José Alvarez		6/13/06
Leonel Noriega	Leonel Noriega		06/13/06
Antonio Heredia	Antonio Heredia	Recycle area.	6/20/06
Michael Diaz	Michael Diaz	printing press	6-20-06
Jim Ruiz	Jim Ruiz	CAUTION	6-20-06
Ch. Chris Olson	Chris Olson	Thermo	6-27-06



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TRAINING SIGN- OFF SHEET

Location: Training Center 1900 Pratt Blvd Elk Grove Village IL, 60007	Trainer: Tom E. Cozza	Training: Safety Training
Shift:	Hour of Training:	Date: August-2006

Print Name	Signature	Dept.	Date
Marcelina Villarreal	Marcelina Villarreal	Thermo	8-1-06
Juan Pablo Marquez	Juan Pablo Marquez	Thermo	8-1-06
Emilsy Galindo	Emilsy Galindo	Thermo	15-8-06
LYDIA V. PACHECO	LYDIA V. PACHECO	Thermo	15-8-06
LENNY BASTIDAS	Lenny Bastidas	Flexible	8/15/06
MIGUEL A. CASIANO	Miguel A. Casiano	w/H	8-15-06
Dale L. Matson	Dale L. Matson	Maint.	8-15-06
Francisco Villegas	Francisco Villegas	inventory control	8-15-06
Vincent Larucci	Vincent Larucci	Press Helper	8-15-06
Raul Herrera	Raul Herrera	Shipping Warehouse	8-15-06

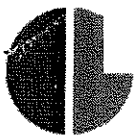


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TRAINING SIGN- OFF SHEET

Location:	Trainer:	Training: Safety Training
Shift:	Hour of Training:	Date: August 2006

Print Name	Signature	Dept.	Date
Jose SANCHEZ	Jose Sanchez		8/8/06
antonio gonzalez	antonio Gonzalez		9/8/06
Fernando MARTINEZ	Fernando Martinez SF		08-08-2006
GLADYS NORIEGA	GLADYS NORIEGA		8-8-2006
CHRIS MISZTUR	CHRIS MISZTUR	IT	8-8-06
Fernando MARTINEZ	Fernando Martinez LOTO		
Dale Matson	Dale Matson LOTO	Maint.	8-18-06
Dale Matson	Dale Matson Forklift	"	8-18-06
Elizabeth Diaz	Elizabeth Diaz		8-29-06
Martin Heredia	Martin Heredia		8-29-06
Arturo Quispe	Arturo Quispe		8-29-06
Carlos Cardona	Carlos Cardona		8-29-06
Jesús Torres	Jesús Torres		8-29-06
Jessie Fells	Jessie D Fells		8-29-06
Nicholas Lago	Nicholas Lago		8-29-06



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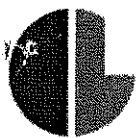
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TRAINING SIGN-OFF SHEET

Location: Training Center 1900 Pratt Blvd Elk Grove Village IL, 60007	Trainer: Tom E. Cozza	Training: Safety Training
Shift:	Hour of Training:	Date: September 2006

Print Name	Signature	Dept.	Date
Bob Bob			
Luis Fernando E	Luis Fernando E		9-19-06
PEOPOL PABLO	PEOPOL PABLO		9-19-06
Mike Liacore	Mike Liacore		9/19/06
PAUL KOLODZIEJ	Paul Kolodziej		9/19/06
Cleofas Reyes	Cleofas Reyes		9/21/06
John P. Smith	John P. Smith		9-21-06
Charles Boyce	Charles Boyce		9-21-06
Dose Sautra	Dose Sautra		9-25-06
Christina Bulak	Christina Bulak		9-27-06
Eduardo Lira	Eduardo Lira		9-29-06



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Location: Training Center 1900 Pratt Blvd Elk Grove Village IL, 60007	Trainer: Tom E. Cozza	Training: Safety Training
Shift:	Hour of Training:	Date: September 2006

Print Name	Signature	Dept.	Date
RAUL HERRERA	Raul Herrera	Shipping	9/11/06
ROGELIO REYES	Rogelio Reyes		9/11/06
FEDERICO BARAJAS	Federico Barajas		9/11/06
GUSTAVO LOPEZ	[Signature]	Harmon	9-11-06
Jose Ruiz	Jose Ruiz		09-14-06



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TRAINING SIGN-OFF SHEET

Location: Training Center 1900 Pratt Blvd Elk Grove Village IL, 60007	Trainer: Tom E. Cozza	Training: Safety Training ORIENTATION
Shift:	Hour of Training:	Date: October 2006

Print Name	Signature	Dept.	Date
ARTURO HERRERA	Arturo Herrera	FORMING	10/03/06



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
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TRAINING SIGN-OFF SHEET

Location: Training Center 1900 Pratt Blvd Elk Grove Village IL, 60007	Trainer: Tom E. Cozza	Training: Safety Training
Shift:	Hour of Training:	Date: September 2006

Print Name	Signature	Dept.	Date
+Eduardo Lira	Eduardo Lira		12-9-06
Patel Paresh M		Blown film	12/9/06



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TRAINING SIGN-OFF SHEET

Location: Training Center 1900 Pratt Blvd Elk Grove Village IL, 60007	Trainer: Tom E. Cozza	Training: Safety Training
Shift:	Hour of Training:	Date: June 2006

Print Name	Signature	Dept.	Date
Leroy Graves Jr	Leroy Graves Jr		6-13-06
Aracelia Alferez	Aracelia Alferez		6-13-06
Jesús Alvarez Jr	Jesús Alvarez		6-13-06
Jesús Alvarez	Jesús Alvarez		6/13/06
Leonel Noriega	Leonel Noriega		06/13/06
Antonio Heredia	Antonio Heredia	Recycle area	6/20/06
Michael Diaz	Michael Diaz	Printing press	6-20-06
Juan Ruiz	Juan Ruiz	CA. machine	6-20-06
Chris Olson	Chris Olson	Thermo	6-27-06



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TRAINING SIGN-OFF SHEET

Location: Training Center 1900 Pratt Blvd Elk Grove Village IL, 60007	Trainer: Thomas E. Cozza	Training: Safety Guidelines Safety Training
Shift:	Hour of Training: 1.5 Hr	Date: May 2006

Print Name	Signature	Dept.	Date
Salvador Mazón	<i>Salvador Mazón</i>		5-16-06
Lee A. Grose	<i>Lee A. Grose</i>		5/16/06



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TRAINING SIGN-OFF SHEET

Location:	Trainer:	Training:
Training Center	Thomas E. Cozza	New Employee Safety Orientation
Shift:	Hour of Training:	Date:
	1hr	2009

Print Name	Signature	Dept.	Date
Kenny Ly		THF	Feb 03, 09
DEVASSY			02-24-09
Sherri Davis			3/3/09
Ernestina Sohn			03-3-09
Isabel Armenta			3/17/09
JOSE BASTIDA			3/24/09
MARIA ENRIQUETA CORRAL			3-24-09
Israel Beltran			4-21-09
Lynnford W Fulmer JR			4/28/09
CURTIS FLETCHER			5/12/09
Jamie Cole			5-12-09
MARIO J Moreno			5-19-09
Ismael Flores			06-02-09
LILIANA RAMOS			06-09-09
Sergio Marroquin			6-11-09
JUAN LEON			6-16-09



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TRAINING SIGN- OFF SHEET

Location: Training Center	Trainer: Thomas E. Cozza	Training: New Employee Safety Orientation
Shift:	Hour of Training: 1hr	Date: 2009

Print Name	Signature	Dept.	Date
ERIKA APONTE	ERIKA APONTE		6-23-09
TRENE MORALES	Trene Morales		6-23-09
Adriana Sebastian	Adriana Sebastian		6/23/09
Dominick Deozell	Dominick Deozell		6/26/09
FRANCISCO SAUCER	Francisco Saucer		7-7-09
ROMAN STEPANSKI	Roman Stepinski		7-7-09
David peser	David peser		7-7-09



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TRAINING SIGN- OFF SHEET

Location: Training Center	Trainer: Thomas E. Cozza	Training: New Employee Safety Orientation
Shift:	Hour of Training: 1hr	Date: 2009

Print Name	Signature	Dept.	Date
Luis Rodriguez	Luis Rodriguez	PRESS.	6-30-09

CERTIFICATE OF COMPLETION

This certifies that

Thomas E Cozza

has completed 3.1 CEU (31 hours) of training on the RCRA hazardous waste regulations.

Courses completed are entitled:

**RCRA Fundamentals
Critical Generator Issues
Advanced RCRA Topics I
Advanced RCRA Topics II and Land Disposal Restrictions I
Land Disposal Restrictions II**

Training provided by

McCoy and Associates, Inc.

July 21, 22, 23, 24 & 25, 2008

Denver, Colorado



Signature of Instructor



Signature of Instructor



Clear Lam

Flexible Packaging, LLC
ENGINEERED PACKAGING SOLUTIONS

Document Training Record

Employee Training Record

Print Name: GERARDO LÓPEZ

Job Title: GC TECH

Hire Date: _____

Job Description PRINT OPERATIONS

☒ Initial Training

☐ Annual Refresher

The above employee has received the following hazardous training, which is appropriate to the job description. Check all boxes that apply.

☒ I understand that all hazardous waste containers are to be kept closed except when adding or removing waste.

☒ I understand that the satellite accumulation drum of waste needs to be dated on the date that the container became full.

☒ I understand that when the satellite accumulation drum exceeds 55-gallons, it needs to be transferred to the final accumulation area (waste storage room) within 3 days.

☒ I understand that containers holding hazardous waste must be labeled with the words, "Hazardous Waste," "the Major Risk" and the accumulation date.

☒ I understand that Clear Lam Packaging, Inc. is a Large Quantity Generator and has 90 days to ship waste off-site.

☒ I understand that I am to conduct weekly inspections of the final accumulation area, and note any problems on the inspection log, and what actions I took to correct the problem.

☒ I know where the emergency equipment is kept and how to use it.

Supervisor/Trainer TCORZA Date 8/19/08

Employee Signature [Signature] Date 8/19/08



Clear Lam

Flexible Packaging, LLC
ENGINEERED PACKAGING SOLUTIONS

Document Training Record

Employee Training Record

Print Name: CASS PETERSON

Job Title: LEAD MAN PRESS DEPT.

Hire Date: _____

Job Description PRINT OPERATION

☒ Initial Training

☐ Annual Refresher

The above employee has received the following hazardous training, which is appropriate to the job description. Check all boxes that apply.

☒ I understand that all hazardous waste containers are to be kept closed except when adding or removing waste.

☒ I understand that the satellite accumulation drum of waste needs to be dated on the date that the container became full.

☒ I understand that when the satellite accumulation drum exceeds 55-gallons, it needs to be transferred to the final accumulation area (waste storage room) within 3 days.

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☒ I know where the emergency equipment is kept and how to use it.

Supervisor/Trainer TCORRA Date 8/19/08

Employee Signature Carbiter Date 8-19-08



RCRA Basics

Resource Conservation and Recovery Act

Managing Hazardous Waste

1. Counting the quantity of hazardous waste generated each month in order to determine the generator classification.
2. Labeling containers with words HAZARDOUS WASTE, date holding period (90 days) began, and contents
3. The containers must be compatible with the waste (corrosion, vapor pressure, etc.)
4. Keeping containers closed except when adding or removing waste.
5. Storing containers in a controlled area and provide secondary containment.
6. Inspecting storage areas weekly for leaks and proper management.
7. Mixing incompatible materials is not permitted, e.g. oxidizers with flammables.

RCRA Basics

Resource Conservation and Recovery Act

Satellite Accumulation

1. At or near any point of generation ... which is under the control of the operator of the process generating the waste

40 CFR 262.34(c)

\leq 55 gallons per single Hazardous Waste stream

\leq 1 quart per single acute Hazardous Waste stream

Containers:

- * Marking and labeling
- * Making sure are in good condition and compatible with waste
- * Making sure to keep closed when necessary to add or remove waste
- * Some local agencies may require secondary containment
- * When the quantity or time exceeded, 3 days to move to 90 day storage area

RCRA Basics

Resource Conservation and Recovery Act

Preparedness & Prevention

1. Facilities must be maintained to minimize possibility of fires, explosions or releases
2. Facilities must have internal communications or alarm system, telephone, portable fire extinguishers, fire control equipment, adequate volume and pressure of water
2. Arrangements must be made with local agencies
3. Owners/operators must test and maintain equipment
4. All employees must be involved in operations where Hazardous Waste is handled and have access to communication systems
5. Generators must maintain aisle space to allow unobstructed movement

RCRA Basics

Resource Conservation and Recovery Act

Contingency Plans

Contingency Plans must include:

- * Emergency Coordinator on the facility or on call and list of names, addresses and phone numbers
2. Specific Emergency procedures to include:
 - * Alarm systems
 - * Notification requirements
 - * Hazard assessment on-site and off-site
 2. Must provide copies to local agencies
 3. Must be revised whenever there is:
 - * A change in facility permits or regulations
 - * A failure in the plan
 - * A change in Emergency Coordinator or response equipment

RCRA Basics

Resource Conservation and Recovery Act

Preparation for Shipment

1. Characterization of the waste (MSDS, generator knowledge, and analytical data is important)
2. Selecting an appropriate treatment, storage, or disposal facility (TSDF) and obtaining a waste profile
3. Packaging wastes per 49 CFR 173, 178, & 179
4. Labeling and marking containers per 49 CFR 172
5. Preparing uniform Hazardous Waste manifests (UHWM)
6. Offer DOT placards per 40 CFR 172, subpart F, if required
7. Providing copies of relevant ERG Guides

RCRA Basics

Resource Conservation and Recovery Act

Hazardous Waste Manifest

1. Preparing a Uniform Hazardous Waste Manifest for all hazardous waste shipments per 40 CFR 262.20. only new EPA Manifest (EPA Form 8700-22) may be used
2. Making sure only a single TSDF to receive waste
3. Providing DOT with proper description, number and type of containers, total quantity, and EPA waste code (s) for each waste
4. Including emergency information required by DOT 49 CFR 172.602, 604
5. Generators and transporters must both sign manifest
6. Generators retains one copy, gives the rest to the transporter.

RCRA Basics

Resource Conservation and Recovery Act

Hazardous Waste Manifest

1. LQG (s) (Large Quantity Generators) must determine status of waste shipments.
2. If manifest is not received from designated facility in 35 days, LQG (s) must file exception report with ADEQ after 45 days, 262.42(a)(1),(2)
3. A legible copy of the signed manifest must be forwarded to ADEQ within 45 days from the end of the month of shipment
4. SQG must submit legible copy of the manifest indicating confirmation of delivery not received to ADEQ after 60 days, 262.42(b)
5. Generator must keep a signed copy of each manifest for at least three years, 262.40(a)

RCRA Basics

Resource Conservation and Recovery Act

Record Keeping & Reporting

1. All EPA Identification Number/Notice of Hazardous Waste Activity (40 CFR 262.11)
2. All Annual ADEQ Hazardous Waste Generation Fee S.A.R.S. 49-929
3. SQG & LQG Hazardous Waste Storage and Accumulation (40 CFR 262.34)
 - * Employee training on proper waste handling and emergency procedures
 - * Documentation on waste handling procedures, including designated emergency response personnel
 - * Documentation on monthly waste generation, duration and date of waste storage and a written storage time compliance procedure
 - * No specified record retention period
2. SQG & LQG Manifests, Land Disposal Notification (40 CFR 262.40) and Exception Reports (40 CFR 262.42)
3.
 - * The facility's manifests or the signed manifests from the TSDF receiving the hazardous waste and all exception reports are to be retained for 3 years
4.
 - * Records of test results, waste analyses, or other determinations that the waste is hazardous must be kept for 3 years

RCRA Basics

Resource Conservation and Recovery Act

Record Keeping & Reporting

1. (LQG) Biennial Report (40 CFR 262.41)
 - * A Biennial Report (each even numbered year) must be submitted to the USEPA no later than March 1st
 - * Copies of the Biennial Report and Exception report must be kept for 3 years
2. Hazardous Waste Minimization/Pollution Prevention Requirements (40 CFR 262 App)
 - * LQG (s) – program in place to reduce the volume and toxicity of waste generate to the degree determined to be economically practicable. Written waste minimization and pollution prevention plan developed and retained on-site.
 - * SQG (s) – good faith effort to minimize waste generation and select the best, affordable waste management method that is available
3. Training, Contingency and Emergency Plans (40 CFR 262.34)
 - * LQG (s) – full written plans required
 - * SQG (s) – written plans not required, but must comply with substantive requirements and ensure at least one person is available at all times
4. DOT Hazmat Security Plan (49 CFR 172.800)
 - * Site Security Plan providing assessment and measures to control personnel, security, unauthorized access, and en route security

RCRA Basics

Resource Conservation and Recovery Act Record Keeping & Reporting

1. Hazardous Waste Storage Area Inspection (40 CFR 265.1101)
 - * Weekly inspection of hazardous waste storage area (s) to monitor leak detection equipment and detect signs of releases of hazardous waste in or around the containment area
 - * Records of weekly inspections must be maintained for at least 3 years
2. Recyclable Materials (40 CFR 266.70)
 - * Generators must maintain manifests when material is being transported for reclamation
 - * Persons who store these materials (non-speculatively) must keep records showing the volume of these materials stored at the beginning of the calendar year; the amount generated or received during the calendar year; and the amount of materials remaining at the end of the calendar year
 - * No specified retention period for the documents
3. Used Oil Generators (40 CFR 279.74)
 - * Record of each used oil shipment, in the form of a log, invoice, manifest, bill of lading, or other shipping documents
 - * Records are to be retained for 3 years

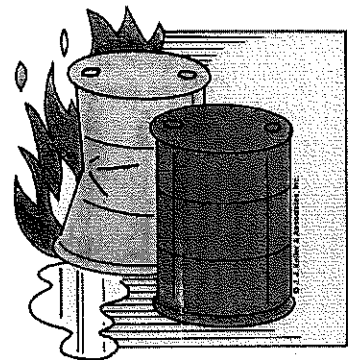
Training

Practices

Handbook for

Hazardous

Waste



CONTAINER MANAGEMENT PROCESS

BEST MANAGEMENT PRACTICES

The following sections explain how to successfully manage hazardous wastes in containers. All relevant regulations are identified and explained.

From these sections, we will...

- A. Learn why waste characterization, or identifying and understanding hazardous waste, is important.
- B. Learn how to select and label containers.
- C. Learn methods to safely manage containers of hazardous waste.

WASTE CHARACTERIZATION

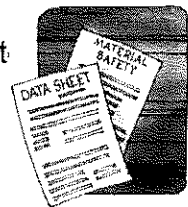
To safely manage hazardous waste, we must know exactly what a waste is, how it will act, and what its properties are. Is the waste extremely toxic? Do workers need special protection? Is the waste corrosive, will it corrode certain types of containers? Is the waste incompatible with other wastes -- will it react (explode, catch on fire) if it is mixed with another waste or water? Once a waste is generated, it should be characterized, **before** we place the waste in a container.

Waste characterization can be done by either:

- 1) Sampling and analyzing the waste, or
- 2) Identifying the waste based on process knowledge (we know the constituents in the process and therefore we can use that knowledge to determine if the resulting waste has characteristics that could make the waste hazardous).

Tips for Waste Characterization

- 1) Look at a material safety data sheet (MSDS) if it is available. Some information areas on the MSDS to look for are physical property, reactivity, fire and explosion hazard, and special protection information.
- 2) If a product being used in a process meets one or more hazardous characteristics, the waste generated may exhibit some of the same characteristics.
- 3) Be aware of any changes in a production process which could alter the composition of the waste generated.



Tips for Waste Characterization of Containerized Waste

- 1) Pay attention to marking/labeling which may indicate that a material is flammable, corrosive, etc.
- 2) Always check before handling unknown drums, or drums which you feel are labeled or marked incorrectly.

3) Look at a material safety data sheet (MSDS) if it is available.

4) If waste is in a plastic drum it is a good indication the waste may be corrosive. Special methods and equipment may be required to manage wastes which are:

- 1) Corrosive
- 2) Combustible
- 3) Flammable
- 4) Oxidizer
- 5) Poison
- 6) Toxic
- 7) Reactive



§265.177 -- Special requirements for incompatible wastes (a) Incompatible wastes, or incompatible wastes and materials (see appendix V for examples), must not be placed in the same container, unless 265.17 (b) is complied with.

Putting Waste in Containers - Reactive or Incompatible Wastes

Through waste characterization, you learn if a waste is reactive or incompatible with other wastes.

Before putting waste into a container it is necessary to identify and segregate wastes if they are incompatible and/or reactive. **This is important!! Incompatible and/or reactive hazardous wastes must be stored in a manner to prevent fires or explosions.**

The regulations state that incompatible wastes cannot be placed in the same container, unless we comply with other requirements found in §265.17 (b). This prevents the wastes from reacting with each other (e.g., exploding, catching on fire).

The best management practice for incompatible wastes is to store them separately. It is safer and easier to simply put incompatible wastes in separate containers and separate storage areas.

§265.17(b) ...the mixture or commingling of incompatible wastes, or incompatible wastes and materials, must be conducted so that it does not:

- (1) Generate extreme heat or pressure, fire or explosion, or violent reaction;*
- (2) Produce uncontrolled toxic mists, fumes, dusts, or gases in sufficient quantities to threaten human health;*
- (3) Produce uncontrolled flammable fumes or gases in sufficient quantities to pose a risk of fire or explosions;*
- (4) Damage the structural integrity of the device or facility containing the waste; or*
- (5) Through other like means threaten human health or the environment.*

The regulations allow us to put incompatible wastes in the same container, under the conditions found in §265.17(b)

(Warning: “Always talk to your supervisor or environmental coordinator before mixing any materials or wastes”).

If we have to mix incompatible wastes in the same container we must make sure that the wastes won't react. This means that we must:

- 1) Keep the waste from becoming too hot (*this will prevent fire or explosions*);
- 2) Keep the wastes from producing toxic and/or flammable mists, gases, fumes, or dust (*this will prevent workers from being exposed to the waste and will prevent fire or explosions*);
- 3) Make sure that mixing the incompatible wastes won't damage the container – the container won't rupture or bulge; and
- 4) Demonstrate that mixing the wastes won't threaten workers, or the environment in any way.

CONTAINER SELECTION

Once the waste has been characterized and we know if the wastes are incompatible or reactive, we then can select an appropriate container. When selecting a container consider the amount of waste and type (characteristic) of waste. First, we should consider the amount of waste we have -- it makes more sense to put 20 to 25 gallons of waste into a 30-gallon drum rather than a 55- gallon drum. On the other hand, a 55-gallon drum is better for storing contaminated gloves/coveralls.

§265.172 Compatibility of Waste with Container. The owner or operator must use a container made of or lined with materials which will not react with, and are otherwise compatible with, the hazardous waste to be stored, so that the ability of the container to contain the waste is not impaired.

When selecting the container we must make sure that a waste won't react with the **container** itself.

For example, highly corrosive wastes will react with a steel drum -- the drum may fail and waste may be released. How can we safely store corrosive wastes? Use plastic, or plastic-lined, steel drums to safely store corrosive wastes. To prevent drum failure, carefully **“match” the right waste with the right container.**

Tip for Container Selection

Consult a corrosion resistance guide to determine if the container and waste are compatible. *Match the waste with the correct type of container.*

§265.177 Special requirements for incompatible wastes (b) Hazardous waste must not be placed in an unwashed container that previously held an incompatible waste or material (see appendix V for example), unless 265.177 (b) is complied with.

There's one more thing to think about when selecting a container. We can put waste into unwashed containers that have held incompatible wastes, under regulation §265.177(b). **But**, we must make sure that we meet the conditions specified in §265.17 (b) (See page 6).

If a container has been used to store waste or other materials, we are required to make sure that:

1) The waste/material previously held in the container is compatible with the waste we are going to put in the container.

TIPS for Safely Putting Wastes in Containers

1) Make sure we know which wastes are reactive and/or incompatible. Keep these wastes away from each other. Put them in separate containers.

2) Make sure the container cannot be harmed by the waste.

3) If we rinse out containers on-site, be aware that rinse water generated from drum washing must be contained and characterized prior to disposal.

4) If we frequently reuse containers, consider "assigning" wastes to certain containers. This will allow us to reuse the container without washing.

5) Use a funnel to prevent spills, and do not use the same funnel for all wastes.

6) Certain chemicals may need room for expansion, or they may require zero headspace depending on the characteristics of the waste and storage conditions (e.g., temperature fluctuations)

7) Don't push, roll, or drag containers. Use the right equipment to move the drum.

8) Make sure the drums are easy to reach – keep an open aisle space so that people and equipment can move freely.

9) Don't drive equipment (trucks, forklifts) into container storage.

10) Keep the containers in a "containment area" to hold spills. Containment can be provided by dikes, berms, or walls.



Marking & Labeling Containers

Hazardous waste generators can only accumulate or store waste on-site for less than 90 days without a permit. The 90-day limit starts the moment the container is full.

ACCUMULATION

START DATE

CONTENTS

HANDLE WITH CARE!

CONTAINS HAZARDOUS OR TOXIC WASTES

§262.34(a)(2) The date upon which each period of accumulation began is clearly marked and visible for inspection on each container.

§262.34(a)(3) While being accumulated on-site, each container and tank is labeled or marked clearly with the words, "Hazardous Waste"...

We must be able to prove to inspectors that we are not exceeding the time limit for accumulation.

The regulations require that we clearly mark on the container the date hazardous waste completely filled the container. In addition, we must clearly mark all containers holding hazardous waste with the words "HAZARDOUS WASTE".

Besides the required markings, we will have to comply with all Department of Transportation (DOT) labeling requirements on the container before the waste can be shipped off site. The DOT label exactly identifies the waste, including name, characteristics, and handling requirements. *(More specific information on DOT labeling can be found in 49 CFR Part 172)*

Tips for Marking/Labeling Containers

- 1) Personnel should use the same method (e.g., handwritten, prepared labels) to label containers. Make sure all handlers know what the markings mean.
- 2) Besides the start date and the words "Hazardous Waste," include information about contents (e.g., toxic, reactive, incompatible).
- 3) Apply DOT labels to the container when waste is first placed in the container. The label will be in place for shipment and provides information about the waste to drum handlers.
- 4) Before reusing containers, make sure all old markings/labels are washed off or blacked out.

Satellite Accumulation Points

It is important to mention satellite accumulation points (SAP) before discussing the requirements for managing hazardous waste at less than 90-day areas.

262.34(c)(1) A generator may accumulate as much as 55 gallons of hazardous waste or one quart of acutely hazardous waste listed in 261.33(e) in containers at or near any point of generation where wastes initially accumulate, which is under the control of the operator of the process generating the waste, without a permit or interim status and without complying with paragraph (a) of this section provided he: (i) Complies with 265.171, 265.172, and

265.173(a) of this chapter; and (ii) Marks his containers either with the words "Hazardous Waste" or with other words that identify the contents of the containers. (2) A generator who accumulates either hazardous waste or acutely hazardous waste listed in 261.33(e) in excess of the amounts listed in paragraph (c)(1) of this section at or near any point of generation must, with respect to that amount of excess waste, comply within three days with paragraph (a) of this section or other applicable provisions of this chapter. During the three day period the generator must continue to comply with paragraphs (c)(1)(i) through (ii) of this section. The generator must mark the container holding the excess accumulation of hazardous waste with the date the excess amount began accumulating.

We can store up to 55 gallons of hazardous waste (or up to 1 quart of acutely hazardous waste) at a SAP for an unlimited amount of time and following only some of the requirements for 90-day areas. To store waste at a SAP you must simply:

- 1) Keep the containers in good condition;
- 2) Make sure the waste is compatible with the container; and
- 3) Keep containers closed when not adding or removing waste. Make sure we handle the containers properly to prevent leaks or spills.
- 4) Mark container with words "Hazardous Waste" or words which identify the contents. Because of fewer requirements, facilities like to designate storage areas as SAPs. This can be a problem. The definition of a SAP is specific. SAPs can **only** be located at or near the point of waste generation (where the waste is generated) **AND** the SAP has to be under the control of the person generating the waste. To be a SAP a storage area must:
 - a) Only accumulate waste generated at the SAP-- SAPs can't be used as temporary staging areas for wastes collected from other areas; and
 - b) Be located as near the point of generation as safety allows. For example, lab wastes may be accumulated in safety cans in the lab.

If you accumulate in **excess** of 55 gallons of hazardous waste or one quart of acutely hazardous waste at a SAP you must:

- 1) Mark the container holding the excess accumulation of hazardous waste with the date the excess amount began accumulating.
- 2) Move the container holding the excess accumulation to a container storage area within 3 days.

If we incorrectly manage a 90-day storage area as a SAP, our company will be in violation of the regulations.

MANAGING CONTAINERS AT 90-DAY AREAS

The moment that waste is placed in the container, containers holding hazardous waste must be managed to prevent spills of hazardous waste.

Keeping Containers in Good Condition

§265.171 Condition of containers If a container holding hazardous waste is not in good condition, or if it begins to leak, the owner or operator must transfer the hazardous waste from this container to a container that is in good condition, or manage the waste in some other way that complies with the requirements of this part.

One of the easiest ways to prevent spills is to make sure that containers are kept in good condition -- both before the waste is put in the container and while we are managing the container. What does good condition mean?

- 1) Containers must be free of dents and corrosion -- these weaken the container.
- 2) Containers must not leak -- the container must be structurally sound.
- 3) Containers must not bulge. If we find any of these problems, we must transfer the waste from the "problem" container to a sound container.

Managing Filled Containers

§265.173 Management of containers (a) A container holding hazardous waste must always be closed during storage, except when it is necessary to add or remove waste. (b) A container holding hazardous waste must not be opened, handled, or stored in a manner which may rupture the container or cause it to leak.

How can we keep containers in good condition?

Our company has written procedures for managing containers. All employees are trained in these procedures. At a minimum, we must:

- 1) Keep containers closed at all times, except when we are adding or removing waste from the container;
- 2) Be careful when we are handling the containers. We must open, handle, and store containers to prevent ruptures or leaks. For example, use drum grapples to lift and move drums -- don't hand-roll the drums from one area to another; and
- 3) If the container begins to leak, or we notice dents or bulges, transfer the waste to another container.

We must also prevent reactions of ignitable and/or incompatible wastes. EPA developed three special management requirements for these wastes:

- 1) Incompatible wastes must be physically separated
- 2) Store ignitable and/or reactive wastes at least 50 feet from your property line
- 3) Manage ignitable and/or reactive wastes to prevent fire and/or explosions.

Managing Incompatible, Ignitable and/or Reactive Wastes

§265.177 A storage container holding a hazardous waste that is incompatible with any waste or other materials stored nearby in other containers, piles, open tanks, or surface impoundments must be separated from the other materials or protected from them by means of a dike, berm, wall, or other device.

Physically separate containers holding incompatible wastes from other wastes or materials. Store the containers in an area surrounded by a berm, dike, wall, or other physical structure. Keep incompatible wastes from contacting/reacting with other wastes and materials.

§265.176 Special requirements for ignitable or reactive waste Containers holding ignitable or reactive waste must be located at least 15 meters (50 feet) from the facility's property line. Keep incompatible wastes from contacting/reacting with other wastes and materials

Store ignitable and/or reactive waste at least 50 feet from the property line of the facility and locate these wastes well within the property boundaries which provide two safeguards:

- 1) Reduces the risk of the general public reaching/contacting the waste or being harmed in an explosion; and
- 2) If a release of hazardous waste does occur, this will help prevent the waste from migrating offsite.

§265.17(a) The owner or operator must take precautions to prevent accidental ignition or reaction of ignitable or reactive waste. This waste must be separated and protected from sources of ignition or reaction including but not limited to: Open flames, smoking, cutting and welding, hot surfaces, frictional heat, sparks (static, electrical, or mechanical), spontaneous ignition (e.g., from heat producing chemical reactions), and radiant heat. While ignitable or reactive waste is being handled, the owner or operator must confine smoking and open flame to specially designated locations. "No Smoking" signs must be conspicuously placed wherever there is a hazard from ignitable or reactive waste.

Manage ignitable and/or reactive wastes to prevent fire and/or explosions. At a minimum we must keep ignitable and/or reactive wastes away from:

- 1) Fire;
- 2) Hot surfaces like operating machinery, engines;
- 3) Radiant heat or sunlight;

- 4) Cutting and welding operations;
- 5) Frictional heat -- keeps drums stationary, don't pull drums along on the ground;
- 6) Sparks from static electricity, electrical operations, or friction; and
- 7) Some reactive wastes must be kept away from water.

Finally, smoking is ban in all areas that manage ignitable or reactive wastes, especially when wastes are being transferred/placed into containers.

“NO SMOKING” signs must be posted at all areas near ignitable or reactive wastes.

Tips for Safely Managing Containers

- 1) Use a funnel or hose to add or transfer wastes to drums. This will prevent spills. Remember to rinse the funnel and characterize the rinse water (a dedicated funnel would not have to be rinsed).
- 2) If we notice a leak, or a container is in poor condition, transfer the waste to a new container immediately.
- 3) Keep containers cool and dry.
- 4) Make sure all container storage areas are clearly marked -- keep ignitable/reactive wastes in their own area.
- 5) Don't stack ignitable/ reactive wastes.
- 6) Make sure to open and close steel drums with a spark proof bung wrench.
- 7) Don't push, roll, or drag containers. Use the right equipment to move the drums.
- 8) Make sure the drums are easy to reach -- keep an open aisle space so that people and equipment can move freely.
- 9) Don't drive equipment (trucks, forklifts) into container storage.
- 10) Keep the containers in a “containment area” to hold spills. Containment can be provided by dikes, berms, or walls. *Use a funnel to add or transfer wastes to drums. Remember when not in use to keep funnel covered or closed.*

§265.174 Inspections The owner or operator must inspect areas where containers are stored, at least weekly, looking for leaks and for deterioration caused by corrosion or other factors.

INSPECTING CONTAINERS

Container storage areas must be **inspected weekly**. Inspections protect us, and the public -- through inspections, we can stop spills **before** they happen. Our company has developed and maintains a standard inspection checklist to be used during every weekly inspection. The checklist is detailed and address's the labeling and management procedures followed at within our facility. An example of this checklist is posted outside the hazardous storage room.

At a minimum, the inspection checklist covers:

- 1) Leaks or staining from containers;
- 2) Container condition, including dents, bulging, and/or corrosion;
- 3) Labeling -- start date, the words "Hazardous Waste" and other information; and
- 4) Management practices -- such as aisle space, drum stacking.

Inspections are detailed and methodical. Anyone doing inspections is trained.

Tips for Conducting Inspections

- 1) Follow the inspection checklist -- make detailed notes if we find something wrong.
- 2) Be thorough. Check the tops of drums to look for waste residue or corrosion.
- 3) Walk all the way around containers -- check entire storage area.
- 4) Check containment area for stains.
- 5) Note anything unusual in containment area -- even if it might not be a problem.
- 6) If problems are found, get the problem taken care of immediately.
- 7) Keep a logbook of the facility's inspection checklist.

Summary

This Management Practices Handbook for Hazardous Waste is written with the intent of helping to interpret the regulations pertaining to the handling and management of hazardous waste containers.

The Handbook is not meant to act as a replacement for the regulations, but simply to give some practical examples of how to comply with them. Clear Lam Packaging must adhere to all the applicable regulations found in Title 40 of the Code of Federal Regulations.

The Handbook is structured so that it follows the typical path a hazardous waste might take from the time it is generated, until the container is ready to be sent offsite for disposal. The first, and most important task is for Clear Lam Packaging to determine the composition and characteristics of the hazardous waste.

The next step is to use that knowledge regarding the characteristics of the waste, to choose a container which will be compatible with the waste. After the waste is containerized, it should be marked or labeled appropriately, and moved into a container storage area.

Once the container is transferred to a container storage area, it must be inspected weekly and kept in good condition until it leaves the site. Clear Lam Packaging must consult the appropriate Department of Transportation regulations found in Title 49 of the Code of Federal Regulations prior to shipping hazardous waste containers offsite for disposal.

HAZARDOUS WASTE CONTAINER STORAGE AREA INSPECTION CHECKLIST

Instructions: Weekly, place a "Yes" next to all inspection items that meet facility rules. Place a No" next to all inspection items that does not meet the rules. Please provide specific comments on all "No-marked" items. When weekly inspection is completed, inspector **must** initial at the bottom of the table. Report all No-marked items to appropriate supervisor.

Inspection Item		Four-Week Inspection Period			
		Date: _____	Date: _____	Date: _____	Date: _____
How Many Containers in Containment Area					
Are all Drums/Containers Marked/Labeled With A Hazardous Waste Label/Codes 40 CFR 262.31; 40 CFR 262.32					
Are All Drums/Containers Marked With Accumulation Start Date/Visible/Readable					
Any Drums/Containers That Are Near or Have Exceeded The 90 Day Timeframe					
Are Any Containers Observed Leaking or Is There Evidence of Spills 40 CFR 265.174					
All Drums/Containers Observed with Closed Tops or Bungs 40 CFR 265.173(a); 29 CFR 1910.22(c)					
All Drums/Containers Observed without Dents or Corrosion 40 CFR 265.171					
Is There Appropriate Aisle Space Maintained (24" or 36") 40 CFR 265.35					
Containment System free of Water or Other Liquids					
Is the Secondary Containment Free of Cracks or Other Failures 40 CFR 265.193(a)					
Are Sumps Clean and free of Contamination, Spills, Leaks, and Standing Water					

		Four-Week Inspection Period			
Inspection Item		Date: _____	Date: _____	Date: _____	Date: _____
Are Spill Kits Stocked					
Is The Emergency Eye Wash Station Functioning Properly					
Are The Emergency Communication Devices Operating Properly/Posted 40 CFR 262.34(d)(5)(ii)					
Is Emergency Response Information Posted Near All Communication Devices					
Inspectors Initials					

Overall Comments:

Reviewed by: _____ Date: _____

Note: State and Federal regulations require that this inspection be performed weekly.

Monthly**Hazardous Waste Program Checklist****1. Hazardous Waste: Container Management**

Yes	No	N/A	
			Are hazardous waste containers and areas where they are stored inspected for leaks at least weekly? 40 CFR 265.174
			Are hazardous waste containers holding ignitable or reactive waste stored at least 50 feet from the facility's property line? 40 CFR 265.176
			Are hazardous waste containers in good condition? 40 CFR 265.171
			Are hazardous waste containers not opened, handled, or stored in a manner which may rupture them or cause them to leak? 40 CFR 265.173(b)
			Are hazardous wastes placed in washed, clean containers when they previously held incompatible waste? 40 CFR 265.177(b)
			Are incompatible hazardous wastes separated from each other by a berm, dike, wall, or other device? 40 CFR 265.177(c)
			At closure are all hazardous wastes and associated residues removed from the containment system? 40 CFR 264.178
			Do you prevent incompatible wastes or materials from being placed in the same containers? 40 CFR 265.177
			Does your storage area provide secondary containment for hazardous waste? 40 CFR 265.193(a)
			Is each hazardous waste container kept closed, except when adding or removing waste? 40 CFR 265.173(a); 29 CFR 1910.22(c)
			Is each hazardous waste container made of a material that will not react with the waste it stores? 40 CFR 265.172
			Is there sufficient aisle space in the hazardous waste storage area to allow unobstructed movement of personnel and equipment? 40 CFR 265.35

2. Hazardous Waste: Emergency Response

Yes	No	N/A		
			Is emergency information posted in every area where you store hazardous waste? 40 CFR 262.34(d)(5)(ii)	
			Is the necessary emergency equipment for response to hazardous waste spills available (fire extinguishers, spill control supplies, absorbents, MSDS's)? 40 CFR 265.32; 40 CFR 265.51(a); 40 CFR 265.56(e)	
			Is there at least one employee on the premises or on call (i.e., available to respond to an emergency by reaching the facility in a short period of time) responsible for coordinating all applicable hazardous waste emergency response measures? 40 CFR 262.34(d)(5)(iv)	

3. Hazardous Waste: Shipping

Yes	No	N/A		
			Is DOT marking and labeling requirements for shipments of hazardous waste followed in accordance with 49 CFR 172? 40 CFR 262.31; 40 CFR 262.32	
			Is each hazardous waste container of 119 gallons or less marked in accordance with 49 CFR 172.304? 40 CFR 262.32(b)	
			Is hazardous waste packaged in accordance with 49 CFR 173, 178, and 179 (DOT requirements)? 40 CFR 262.30	

4. Hazardous Waste: Storage

Yes	No	N/A		
			Do you store hazardous wastes in an aboveground storage tank (AST)? If yes, are all hazardous waste requirements complied with?	
			If hazardous waste is stored on the grounds, are all hazardous waste requirements complied with?	
			Is emergency information posted near a telephone? 40 CFR 262.34(d)(5)(ii)	

Yes	No	N/A	
			Is the necessary emergency equipment available (fire extinguishers, spill control supplies)? 40 CFR 265.32; 40 CFR 265.51(a); 40 CFR 265.56(e)
			Is there at least one employee either on the premises or on call (i.e., available to respond to an emergency by reaching the facility within a short period of time) with the responsibility of coordinating all applicable emergency response measures? 40 CFR 262.34(d)(5)(iv)

Inspected by: _____ Date: _____

Reviewed by: _____ Date: _____

Overall Comments:
